

# **ANNUAL WORKFORCE REPORT**

Second Quarter

**FISCAL YEAR 2007-08**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Bryan J. Waldman, Chairperson  
Andrew P. Abood  
Sherry L. McMillan  
Thomas M. Wardrop**

**James D. Farrell, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**Second Quarter FY 2007-08**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	46.4
Average Annual Salary <sup>1</sup> .....	\$53,870
Average Years of Service .....	14.8

**WORK FORCE CHARACTERISTICS**

Females .....	51.2%
Males .....	48.8%
Eligible for Longevity .....	79.2%
Less than Six Years of Service .....	20.1%
Six to Ten Years of Service .....	21.2%
Over Ten Years of Service .....	58.7%
Exclusively Represented for Collective Bargaining .....	71.5%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.3%
Black .....	17.9%
Hispanic .....	2.8%
White .....	76.7%
Not Disclosed .....	0.2%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

## TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS .....	i
------------------------------	---

TABLE OF CONTENTS .....	ii
-------------------------	----

### SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Table 1-1 - Active Classified Employees by Employee Status .....	1-1
Table 1-2 - Full-Time Equated Position Report by Department.....	1-6
Table 1-3 - Number and Percent of Classified Employees by Department .....	1-9
Table 1-4 - Fiscal Year to Date Average Number of Classified Employees by Department .....	1-10

### SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department .....	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Classified Employees by Department and Statewide.....	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2004-05 through Second Quarter 2008.....	2-5
Table 2-11 - Active Classified Employees by Work County .....	2-6

### SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department .....	3-1
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....	3-2
Table 3-2 - Statewide Separations by Reason, Second Quarter 2008.....	3-25
Table 3-3 - New Hires, Returns and Separations by Department .....	3-26

### SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

### SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....	5-1
Table 5-1 - Employees Paying Union Membership Fees by Bargaining Unit.....	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit .....	5-3
Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis .....	5-4

Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit..... 5-23

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by  
Bargaining Unit ..... 5-24

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented ..... 5-26

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented ..... 5-27

**GLOSSARY**

## SECTION ONE

---

# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar 22, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	440.0	4.0	23.0	7.0	8.0	47.0	529.0	0.0	529.0
<b>AGRICULTURE</b>		<b>440.0</b>	<b>4.0</b>	<b>23.0</b>	<b>7.0</b>	<b>8.0</b>	<b>47.0</b>	<b>529.0</b>	<b>0.0</b>	<b>529.0</b>
ATY GNRL CENTRAL OFFICE	1101	477.0	2.0	0.0	18.0	0.0	0.0	497.0	0.0	497.0
<b>ATTORNEY GENERAL</b>		<b>477.0</b>	<b>2.0</b>	<b>0.0</b>	<b>18.0</b>	<b>0.0</b>	<b>0.0</b>	<b>497.0</b>	<b>0.0</b>	<b>497.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	108.0	0.0	17.0	13.0	0.0	4.0	142.0	0.0	142.0
<b>AUDITOR GENERAL</b>		<b>108.0</b>	<b>0.0</b>	<b>17.0</b>	<b>13.0</b>	<b>0.0</b>	<b>4.0</b>	<b>142.0</b>	<b>0.0</b>	<b>142.0</b>
CIV RGHT CENTRAL OFFICE	1501	114.0	0.0	0.0	3.0	0.0	2.0	119.0	0.0	119.0
<b>CIVIL RIGHTS</b>		<b>114.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>2.0</b>	<b>119.0</b>	<b>0.0</b>	<b>119.0</b>
CIVIL SERVICE COMMISSION	1901	518.0	7.0	0.0	7.0	0.0	12.0	544.0	2.0	542.0
<b>CIVIL SERVICE COMMISSION</b>		<b>518.0</b>	<b>7.0</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>12.0</b>	<b>544.0</b>	<b>2.0</b>	<b>542.0</b>
DCH-CARO CENTER	3902	349.0	1.0	2.0	9.0	0.0	0.0	361.0	0.0	361.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,464.0	6.0	11.0	22.0	0.0	60.0	1,563.0	1.5	1,561.5
DCH-CTR FORENSIC PSYCHIATRY	3920	442.0	2.0	0.0	2.0	0.0	4.0	450.0	0.0	450.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	165.0	3.0	0.0	11.0	0.0	1.0	180.0	0.0	180.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	238.0	3.0	0.0	0.0	0.0	0.0	241.0	0.0	241.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	358.0	7.0	0.0	34.0	0.0	0.0	399.0	0.0	399.0
DCH - MT. PLEASANT CENTER	3912	395.0	0.0	5.0	1.0	0.0	0.0	401.0	0.0	401.0
DCH-OFFICE OF SERVICES TO TH	3970	33.0	0.0	1.0	1.0	0.0	0.0	35.0	0.0	35.0
DCH-WALTER P. REUTHER PSY HOSP	3945	386.0	0.0	0.0	0.0	0.0	0.0	386.0	0.0	386.0
<b>COMMUNITY HEALTH</b>		<b>3,830.0</b>	<b>22.0</b>	<b>19.0</b>	<b>80.0</b>	<b>0.0</b>	<b>65.0</b>	<b>4,016.0</b>	<b>1.5</b>	<b>4,014.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	558.0	0.0	0.0	1.0	0.0	0.0	559.0	0.0	559.0
DOC-ALGER MAX SECURITY CORRECT	4735	338.0	0.0	0.0	1.0	0.0	0.0	339.0	0.0	339.0
DOC-BARAGA FACILITY	4740	409.0	2.0	0.0	1.0	0.0	0.0	412.0	0.0	412.0
DOC-BELLAMY CREEK FACILITY	4748	449.0	0.0	0.0	2.0	0.0	0.0	451.0	0.0	451.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	502.0	1.0	0.0	2.0	0.0	0.0	505.0	0.0	505.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

MIDB Civil Service HWF04

Report Sequence: HRS Dept Cd Desc, Process Level Cd Desc

Universe: Human Resources

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar 22, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CARSON CITY FAC/CARSON CIT	4731	522.0	0.0	0.0	1.0	0.0	0.0	523.0	0.5	522.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	594.0	0.0	0.0	1.0	0.0	4.0	599.0	0.0	599.0
DOC-COOPER STREET FACILITY	4752	458.0	0.0	0.0	1.0	0.0	0.0	459.0	0.0	459.0
DOC-CORRECTN CENTRAL OFFICE	4702	411.0	0.0	0.0	34.0	0.0	25.0	470.0	0.0	470.0
DOC-COTTON FACILITY	4720	462.0	0.0	0.0	1.0	0.0	0.0	463.0	0.0	463.0
DOC-CRANE FACILITY	4716	367.0	0.0	0.0	0.0	0.0	0.0	367.0	0.0	367.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	223.0	0.0	0.0	1.0	0.0	0.0	224.0	0.0	224.0
DOC-EGELER FACILITY	4727	625.0	0.0	0.0	1.0	0.0	0.0	626.0	0.0	626.0
DOC-FIELD OPERATION REGION III	4763	836.0	13.0	2.0	3.0	0.0	0.0	854.0	0.0	854.0
DOC-FIELD OPERATIONS REGION I	4761	783.0	1.0	2.0	1.0	0.0	0.0	787.0	0.0	787.0
DOC-HANDLON MI TRAINING UNT	4705	312.0	0.0	0.0	0.0	0.0	0.0	312.0	0.0	312.0
DOC-HURON VALLEY CORR COMPLEX	4715	698.0	5.0	0.0	1.0	0.0	0.0	704.0	0.0	704.0
DOC-IONIA MAXIMUM FACILITY	4724	326.0	0.0	0.0	1.0	0.0	0.0	327.0	0.0	327.0
DOC-JACKSON CENTRAL REGION	4750	92.0	0.0	0.0	0.0	0.0	0.0	92.0	0.0	92.0
DOC-KINROSS/HIAWATHA FACILITY	4712	579.0	0.0	0.0	1.0	0.0	0.0	580.0	0.5	579.5
DOC-LAKELAND MENS FACILITY	4718	286.0	0.0	0.0	0.0	0.0	0.0	286.0	0.0	286.0
DOC-MACOMB FACILITY	4741	309.0	1.0	0.0	1.0	0.0	0.0	311.0	0.5	310.5
DOC-MARQUETTE BRANCH PRISON	4706	408.0	0.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-MICHIGAN REFORMATORY	4707	384.0	0.0	0.0	0.0	0.0	2.0	386.0	0.0	386.0
DOC-MICHIGAN STATE INDUSTRIES	4709	174.0	0.0	0.0	0.0	0.0	0.0	174.0	0.0	174.0
DOC-MID MICHIGAN FACILITY	4733	606.0	0.0	0.0	1.0	0.0	0.0	607.0	0.0	607.0
DOC-MOUND FACILITY	4737	287.0	1.0	0.0	2.0	0.0	0.0	290.0	0.0	290.0
DOC-MUSKEGON FACILITY	4704	257.0	0.0	0.0	1.0	0.0	0.0	258.0	0.0	258.0
DOC-NEWBERRY FACILITY	4743	293.0	0.0	0.0	1.0	0.0	0.0	294.0	0.0	294.0
DOC-OAKS FACILITY	4739	332.0	0.0	0.0	1.0	0.0	0.0	333.0	0.0	333.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar 22, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-OJIBWAY FACILITY	4746	283.0	1.0	0.0	1.0	0.0	0.0	285.0	0.0	285.0
DOC-PARNALL FACILITY	4751	326.0	0.0	1.0	0.0	0.0	0.0	327.0	0.0	327.0
DOC-PINE RIVER FACILITY	4744	233.0	0.0	0.0	2.0	0.0	0.0	235.0	0.0	235.0
DOC-PUGSLEY FACILITY	4745	251.0	1.0	0.0	1.0	0.0	0.0	253.0	0.0	253.0
DOC-RYAN FACILITY	4738	328.0	0.0	0.0	1.0	0.0	0.0	329.0	0.0	329.0
DOC-SAGINAW FACILITY	4742	343.0	4.0	0.0	1.0	0.0	0.0	348.0	0.0	348.0
DOC-SCOTT FACILITY	4721	379.0	0.0	0.0	1.0	0.0	0.0	380.0	0.0	380.0
DOC-STANDISH MAXIMUM FACILITY	4734	407.0	1.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-THUMB FACILITY	4725	349.0	0.0	0.0	2.0	0.0	0.0	351.0	0.0	351.0
<b>CORRECTIONS</b>		<b>15,779.0</b>	<b>31.0</b>	<b>5.0</b>	<b>72.0</b>	<b>0.0</b>	<b>31.0</b>	<b>15,918.0</b>	<b>1.5</b>	<b>15,916.5</b>
EDUCATION	3103	277.0	7.0	3.0	26.0	68.0	2.0	383.0	1.0	382.0
<b>EDUCATION</b>		<b>277.0</b>	<b>7.0</b>	<b>3.0</b>	<b>26.0</b>	<b>68.0</b>	<b>2.0</b>	<b>383.0</b>	<b>1.0</b>	<b>382.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,295.0	7.0	20.0	37.0	0.0	18.0	1,377.0	4.0	1,373.0
<b>ENVIRONMENTAL QUALITY</b>		<b>1,295.0</b>	<b>7.0</b>	<b>20.0</b>	<b>37.0</b>	<b>0.0</b>	<b>18.0</b>	<b>1,377.0</b>	<b>4.0</b>	<b>1,373.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	44.0	0.0	3.0	47.0	0.0	47.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>44.0</b>	<b>0.0</b>	<b>3.0</b>	<b>47.0</b>	<b>0.0</b>	<b>47.0</b>
HISTORY ARTS AND LIBRARIES	2501	166.0	1.0	5.0	8.0	10.0	39.0	229.0	2.0	227.0
<b>HISTORY ARTS AND LIBRARIES</b>		<b>166.0</b>	<b>1.0</b>	<b>5.0</b>	<b>8.0</b>	<b>10.0</b>	<b>39.0</b>	<b>229.0</b>	<b>2.0</b>	<b>227.0</b>
DHS-BERRIEN COUNTY	4322	135.0	0.0	0.0	1.0	0.0	0.0	136.0	0.0	136.0
DHS-CALHOUN COUNTY	4323	132.0	0.0	0.0	0.0	0.0	0.0	132.0	0.0	132.0
DHS-COUNTIES	4308	2,066.0	2.0	1.0	71.0	11.0	0.0	2,151.0	1.0	2,150.0
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,652.0	4.0	21.0	50.0	2.0	3.0	1,732.0	3.5	1,728.5
DHS-GENESEE COUNTY	4302	496.0	0.0	0.0	7.0	0.0	0.0	503.0	0.0	503.0
DHS-INGHAM COUNTY	4312	198.0	0.0	0.0	1.0	0.0	0.0	199.0	0.0	199.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar 22, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS - INSTITUTIONS	4307	229.0	1.0	22.0	16.0	0.0	1.0	269.0	0.0	269.0
DHS-JACKSON COUNTY	4315	121.0	0.0	0.0	5.0	0.0	0.0	126.0	0.0	126.0
DHS-KALAMAZOO COUNTY	4314	175.0	0.0	0.0	2.0	0.0	0.0	177.0	0.0	177.0
DHS-KENT COUNTY	4303	373.0	0.0	0.0	14.0	6.0	0.0	393.0	0.5	392.5
DHS-MACOMB COUNTY	4304	319.0	2.0	0.0	31.0	0.0	0.0	352.0	0.5	351.5
DHS-MAXEY TRAINING SCHOOL	4311	238.0	0.0	0.0	1.0	0.0	0.0	239.0	0.0	239.0
DHS-MUSKEGON COUNTY	4324	176.0	0.0	0.0	1.0	0.0	0.0	177.0	0.0	177.0
DHS-OAKLAND COUNTY	4305	433.0	0.0	3.0	1.0	0.0	0.0	437.0	0.0	437.0
DHS-SAGINAW COUNTY	4313	221.0	0.0	0.0	2.0	0.0	0.0	223.0	0.0	223.0
DHS-WASHTENAW	4325	128.0	0.0	0.0	2.0	0.0	0.0	130.0	0.0	130.0
DHS-WAYNE COUNTY DSS	4306	128.0	0.0	0.0	3.0	0.0	0.0	131.0	0.0	131.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	593.0	0.0	0.0	5.0	0.0	0.0	598.0	0.0	598.0
DHS-WAYNE COUNTY ZONE 3	4318	534.0	0.0	0.0	9.0	0.0	0.0	543.0	0.0	543.0
DHS-WAYNE COUNTY ZONE 4	4319	438.0	0.0	0.0	15.0	0.0	0.0	453.0	0.0	453.0
DHS-WAYNE COUNTY ZONE L	4316	386.0	0.0	0.0	8.0	0.0	0.0	394.0	0.0	394.0
<b>HUMAN SERVICES</b>		<b>9,171.0</b>	<b>9.0</b>	<b>47.0</b>	<b>245.0</b>	<b>19.0</b>	<b>4.0</b>	<b>9,495.0</b>	<b>5.5</b>	<b>9,489.5</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,632.0	4.0	1.0	33.0	0.0	30.0	1,700.0	0.0	1,700.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,632.0</b>	<b>4.0</b>	<b>1.0</b>	<b>33.0</b>	<b>0.0</b>	<b>30.0</b>	<b>1,700.0</b>	<b>0.0</b>	<b>1,700.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,321.0	17.0	5.0	125.0	47.0	51.0	3,566.0	5.5	3,560.5
MES BOARD OF REVIEW	6415	14.0	0.0	0.0	0.0	0.0	0.0	14.0	0.0	14.0
MSHDA	6405	250.0	5.0	3.0	2.0	0.0	13.0	273.0	2.0	271.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,585.0</b>	<b>22.0</b>	<b>8.0</b>	<b>127.0</b>	<b>47.0</b>	<b>64.0</b>	<b>3,853.0</b>	<b>7.5</b>	<b>3,845.5</b>
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
MGMT BUD CENTRAL OFFICE	0701	882.0	10.0	3.0	42.0	0.0	28.0	965.0	7.0	958.0
<b>MANAGEMENT &amp; BUDGET</b>		<b>882.0</b>	<b>10.0</b>	<b>3.0</b>	<b>43.0</b>	<b>0.0</b>	<b>28.0</b>	<b>966.0</b>	<b>7.0</b>	<b>959.0</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date 07 Mar 22, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
D.J. JACOBETTI HOME FOR VETERA	5103	139.0	5.0	2.0	0.0	7.0	7.0	160.0	1.0	159.0
GRAND RAPIDS HOME FOR VETERANS	5102	449.0	1.0	9.0	0.0	16.0	21.0	496.0	0.0	496.0
MIL AFFR CENTRAL OFFICE	5101	233.0	1.0	10.0	9.0	27.0	3.0	283.0	0.0	283.0
<b>MILITARY AFFAIRS</b>		<b>821.0</b>	<b>7.0</b>	<b>21.0</b>	<b>9.0</b>	<b>50.0</b>	<b>31.0</b>	<b>939.0</b>	<b>1.0</b>	<b>938.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,267.0	7.0	58.0	13.0	138.0	99.0	1,582.0	1.5	1,580.5
<b>NATURAL RESOURCES</b>		<b>1,267.0</b>	<b>7.0</b>	<b>58.0</b>	<b>13.0</b>	<b>138.0</b>	<b>99.0</b>	<b>1,582.0</b>	<b>1.5</b>	<b>1,580.5</b>
DEPARTMENT OF STATE	2301	1,252.0	0.0	254.0	33.0	0.0	110.0	1,649.0	0.0	1,649.0
<b>STATE</b>		<b>1,252.0</b>	<b>0.0</b>	<b>254.0</b>	<b>33.0</b>	<b>0.0</b>	<b>110.0</b>	<b>1,649.0</b>	<b>0.0</b>	<b>1,649.0</b>
STATE POLICE	5501	2,499.0	41.0	4.0	26.0	0.0	2.0	2,572.0	1.5	2,570.5
<b>STATE POLICE</b>		<b>2,499.0</b>	<b>41.0</b>	<b>4.0</b>	<b>26.0</b>	<b>0.0</b>	<b>2.0</b>	<b>2,572.0</b>	<b>1.5</b>	<b>2,570.5</b>
STRATEGIC FUND	0740	153.0	3.0	13.0	7.0	0.0	56.0	232.0	1.0	231.0
<b>STRATEGIC FUND</b>		<b>153.0</b>	<b>3.0</b>	<b>13.0</b>	<b>7.0</b>	<b>0.0</b>	<b>56.0</b>	<b>232.0</b>	<b>1.0</b>	<b>231.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	3.0	0.0	9.0	44.0	0.0	44.0
BRIDGE AUTHORITIES-MACKINAC	5902	51.0	0.0	26.0	5.0	0.0	8.0	90.0	0.0	90.0
TRANSPORTATION CENTRAL OFFICE	5901	2,627.0	20.0	15.0	51.0	17.0	80.0	2,810.0	6.0	2,804.0
<b>TRANSPORTATION</b>		<b>2,710.0</b>	<b>20.0</b>	<b>41.0</b>	<b>59.0</b>	<b>17.0</b>	<b>97.0</b>	<b>2,944.0</b>	<b>6.0</b>	<b>2,938.0</b>
BUREAU OF STATE LOTTERY	2795	162.0	0.0	0.0	0.0	0.0	5.0	167.0	0.0	167.0
GAMING CONTROL	2707	90.0	1.0	1.0	4.0	0.0	5.0	101.0	0.5	100.5
TREASURY CENTRAL PAYROLL	2701	1,207.0	5.0	13.0	15.0	0.0	38.0	1,278.0	0.0	1,278.0
<b>TREASURY</b>		<b>1,459.0</b>	<b>6.0</b>	<b>14.0</b>	<b>19.0</b>	<b>0.0</b>	<b>48.0</b>	<b>1,546.0</b>	<b>0.5</b>	<b>1,545.5</b>
<b>STATEWIDE TOTAL</b>		<b>48,435.0</b>	<b>210.0</b>	<b>556.0</b>	<b>929.0</b>	<b>357.0</b>	<b>792.0</b>	<b>51,279.0</b>	<b>43.5</b>	<b>51,235.5</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## Full-Time Equated Position Report by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 03/22/2008 ( B )	FTE Positions 12/29/2007 ( C )	Difference 03/22/2008 - 12/29/2007 ( B - C )	Difference 03/22/2008 - Appropriated ( B - A )
AGRICULTURE	Regular	686.5	482.1	484.2	-2.1	-204.4
	Overtime	0.0	2.1	1.4	0.7	2.1
	Total	686.5	484.2	485.6	-1.4	-202.3
ATTORNEY GENERAL	Regular	556.0	494.0	442.3	51.7	-62.0
	Overtime	0.0	2.6	0.4	2.2	2.6
	Total	556.0	496.5	442.6	53.9	-59.5
AUDITOR GENERAL	Regular	0.0	135.3	135.9	-0.6	135.3
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	135.3	135.9	-0.6	135.3
CIVIL RIGHTS	Regular	136.0	118.4	116.7	1.7	-17.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	118.4	116.7	1.7	-17.6
CIVIL SERVICE COMMISSION	Regular	240.5	182.1	188.6	-6.6	-58.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	182.1	188.6	-6.6	-58.4
COMMUNITY HEALTH	Regular	4,761.6	3,985.1	4,017.4	-32.3	-776.5
	Overtime	0.0	158.0	317.8	-159.8	158.0
	Total	4,761.6	4,143.1	4,335.2	-192.1	-618.5
CORRECTIONS	Regular	17,637.4	16,064.2	16,444.1	-379.9	-1,573.2
	Overtime	0.0	993.9	2,077.5	-1,083.6	993.9
	Total	17,637.4	17,058.1	18,521.6	-1,463.5	-579.3
EDUCATION	Regular	460.5	381.9	384.2	-2.4	-78.6
	Overtime	0.0	0.8	0.8	0.1	0.8
	Total	460.5	382.7	385.0	-2.3	-77.8
ENVIRONMENTAL QUALITY	Regular	1,561.7	1,356.5	1,384.3	-27.8	-205.2
	Overtime	0.0	1.2	1.1	0.1	1.2
	Total	1,561.7	1,357.7	1,385.4	-27.7	-204.0
EXECUTIVE OFFICE	Regular	74.2	44.5	45.2	-0.7	-29.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	44.5	45.2	-0.7	-29.7

## Full-Time Equated Position Report by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 03/22/2008 ( B )	FTE Positions 12/29/2007 ( C )	Difference 03/22/2008 - 12/29/2007 ( B - C )	Difference 03/22/2008 - Appropriated ( B - A )
HISTORY ARTS AND LIBRARIES	Regular	230.0	190.3	186.3	4.0	-39.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	230.0	190.3	186.3	4.0	-39.7
HUMAN SERVICES	Regular	10,575.4	9,434.0	9,426.1	7.8	-1,141.4
	Overtime	0.0	145.9	146.2	-0.3	145.9
	Total	10,575.4	9,579.9	9,572.3	7.6	-995.5
INFORMATION TECHNOLOGY	Regular	1,774.4	1,680.1	1,693.6	-13.4	-94.3
	Overtime	0.0	25.4	17.7	7.7	25.4
	Total	1,774.4	1,705.5	1,711.2	-5.7	-68.9
LABOR & ECONOMIC GROWTH	Regular	4,282.5	3,816.6	3,856.7	-40.0	-465.9
	Overtime	0.0	9.5	6.1	3.4	9.5
	Total	4,282.5	3,826.2	3,862.8	-36.6	-456.3
MANAGEMENT & BUDGET	Regular	747.5	966.7	974.3	-7.6	219.2
	Overtime	0.0	10.7	17.8	-7.1	10.7
	Total	747.5	977.3	992.1	-14.8	229.8
MILITARY AFFAIRS	Regular	1,015.0	923.4	911.8	11.6	-91.6
	Overtime	0.0	21.5	55.5	-34.0	21.5
	Total	1,015.0	944.9	967.3	-22.4	-70.1
NATURAL RESOURCES	Regular	2,082.9	1,493.6	1,412.4	81.2	-589.3
	Overtime	0.0	2.2	3.2	-1.0	2.2
	Total	2,082.9	1,495.8	1,415.5	80.2	-587.1
STATE	Regular	1,853.8	1,500.7	1,526.7	-26.0	-353.1
	Overtime	0.0	1.0	1.1	-0.1	1.0
	Total	1,853.8	1,501.7	1,527.8	-26.1	-352.1
STATE POLICE	Regular	2,899.0	2,553.7	2,567.1	-13.3	-345.3
	Overtime	0.0	103.5	163.2	-59.7	103.5
	Total	2,899.0	2,657.2	2,730.2	-73.0	-241.8
STRATEGIC FUND	Regular	152.0	173.2	175.9	-2.7	21.2
	Overtime	0.0	0.1	1.0	-0.9	0.1
	Total	152.0	173.3	176.9	-3.6	21.3

## Full-Time Equated Position Report by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 03/22/2008 ( B )	FTE Positions 12/29/2007 ( C )	Difference 03/22/2008 - 12/29/2007 ( B - C )	Difference 03/22/2008 - Appropriated ( B - A )
TRANSPORTATION	Regular	3,029.3	2,881.7	2,883.2	-1.4	-147.6
	Overtime	0.0	80.4	109.0	-28.7	80.4
	Total	3,029.3	2,962.1	2,992.2	-30.1	-67.2
TREASURY	Regular	1,744.5	1,540.7	1,538.6	2.1	-203.8
	Overtime	0.0	0.1	2.9	-2.7	0.1
	Total	1,744.5	1,540.8	1,541.5	-0.7	-203.7
STATEWIDE TOTALS	Total Regular	56,500.7	50,398.8	50,795.8	-396.9	-6,101.9
	Total Overtime	0	1,558.9	2,922.4	-1,363.5	1,558.9
	Grand Total	56,500.7	51,957.7	53,718.2	-1,760.5	-4,543.0

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 12/29/07		Pay Period Ending 3/22/08	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	525.0	1.0%	529.0	1.0%
Attorney General	492.0	1.0%	497.0	1.0%
Auditor General	142.0	0.3%	142.0	0.3%
Civil Rights	119.0	0.2%	119.0	0.2%
Civil Service Commission	553.0	1.1%	542.0	1.1%
Community Health	4,017.5	7.9%	4,014.5	7.8%
Corrections	15,836.0	31.0%	15,916.5	31.1%
Education	384.0	0.8%	382.0	0.7%
Environmental Quality	1,403.0	2.7%	1,373.0	2.7%
Executive Office	48.0	0.1%	47.0	0.1%
History Arts and Libraries	223.5	0.4%	227.0	0.4%
Human Services	9,463.5	18.5%	9,489.5	18.5%
Information Technology	1,711.0	3.3%	1,700.0	3.3%
Labor and Economic Growth	3,889.5	7.6%	3,845.5	7.5%
Management and Budget	970.0	1.9%	959.0	1.9%
Military & Veterans Affairs	905.0	1.8%	938.0	1.8%
Natural Resources	1,503.5	2.9%	1,580.5	3.1%
State	1,692.0	3.3%	1,649.0	3.2%
State Police	2,577.0	5.0%	2,570.5	5.0%
Strategic Fund	232.0	0.5%	231.0	0.5%
Transportation	2,927.0	5.7%	2,938.0	5.7%
Treasury	1,537.5	3.0%	1,545.5	3.0%
TOTAL	51,151.0	100.0%	51,235.5	100.0%

Source: MIDB Civil Service HWF03

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

# **FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT**

As of Pay End Date: 03/22/2008

Department	Current Period Number of Employees
AGRICULTURE	519.0
ATTORNEY GENERAL	497.0
AUDITOR GENERAL	138.0
CIVIL RIGHTS	117.0
CIVIL SERVICE COMMISSION	537.0
COMMUNITY HEALTH	3,948.5
CORRECTIONS	15,891.5
EDUCATION	380.0
ENVIRONMENTAL QUALITY	1,355.0
EXECUTIVE OFFICE	45.0
HISTORY ARTS AND LIBRARIES	188.0
HUMAN SERVICES	9,488.5
INFORMATION TECHNOLOGY	1,670.0
LABOR & ECONOMIC GROWTH	3,781.5
MANAGEMENT & BUDGET	931.0
MILITARY AFFAIRS	928.0
NATURAL RESOURCES	1,481.5
STATE	1,539.0
STATE POLICE	2,568.5
STRATEGIC FUND	175.0
TRANSPORTATION	2,845.0
TREASURY	1,520.5
<b>Sum:</b>	<b>50,544.5</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	13	519.2
ATTORNEY GENERAL	13	495.5
AUDITOR GENERAL	13	137.2
CIVIL RIGHTS	13	116.7
CIVIL SERVICE COMMISSION	13	545.2
COMMUNITY HEALTH	13	3,961.3
CORRECTIONS	13	15,880.5
EDUCATION	13	373.5
ENVIRONMENTAL QUALITY	13	1,374.1
EXECUTIVE OFFICE	13	45.8
HISTORY ARTS AND LIBRARIES	13	187.2
HUMAN SERVICES	13	9,479.2
INFORMATION TECHNOLOGY	13	1,676.7
LABOR & ECONOMIC GROWTH	13	3,811.0
MANAGEMENT & BUDGET	13	940.3
MILITARY AFFAIRS	13	907.0
NATURAL RESOURCES	13	1,486.7
STATE	13	1,562.8
STATE POLICE	13	2,582.9
STRATEGIC FUND	13	177.2
TRANSPORTATION	13	2,841.1
TREASURY	13	1,514.2
<b>Sum:</b>		<b>50,615.2</b>

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 89% of all non-career appointments. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## SECTION TWO

---

# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



Table 2-1

# **AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**

**Pay Period Ending: March 22, 2008**

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	529	1.0 %	47.0	\$27.27	396	74.9 %
ATTORNEY GENERAL	497	1.0 %	47.9	\$36.54	347	69.8 %
AUDITOR GENERAL	142	0.3 %	40.7	\$34.68	119	83.8 %
CIVIL RIGHTS	119	0.2 %	47.1	\$28.79	89	74.8 %
CIVIL SERVICE COMMISSION	544	1.1 %	48.1	\$28.54	461	84.7 %
COMMUNITY HEALTH	4,041	7.9 %	48.9	\$26.52	2,989	74.0 %
CORRECTIONS	15,999	31.1 %	44.8	\$24.28	13,519	84.5 %
EDUCATION	384	0.7 %	49.5	\$28.97	236	61.5 %
ENVIRONMENTAL QUALITY	1,378	2.7 %	47.4	\$29.54	1,127	81.8 %
EXECUTIVE OFFICE	47	0.1 %	37.1	\$25.01	9	19.1 %
HISTORY ARTS AND LIBRARIES	229	0.4 %	45.7	\$23.94	156	68.1 %
HUMAN SERVICES	9,504	18.5 %	47.8	\$24.46	7,632	80.3 %
INFORMATION TECHNOLOGY	1,701	3.3 %	47.3	\$30.88	1,366	80.3 %
LABOR & ECONOMIC GROWTH	3,856	7.5 %	48.0	\$27.00	2,666	69.1 %
MANAGEMENT & BUDGET	966	1.9 %	47.5	\$26.70	778	80.5 %
MILITARY AFFAIRS	940	1.8 %	47.3	\$22.54	673	71.6 %
NATURAL RESOURCES	1,585	3.1 %	45.6	\$24.89	1,200	75.7 %
STATE	1,650	3.2 %	47.2	\$22.53	1,287	78.0 %
STATE POLICE	2,581	5.0 %	42.8	\$29.10	2,317	89.8 %
STRATEGIC FUND	232	0.5 %	49.7	\$25.00	152	65.5 %
TRANSPORTATION	2,950	5.7 %	44.9	\$26.29	2,157	73.1 %
TREASURY	1,546	3.0 %	46.6	\$26.61	1,045	67.6 %
<b>STATEWIDE TOTALS:</b>	<b>51,420</b>	<b>100.0 %</b>	<b>46.4</b>	<b>\$25.72</b>	<b>40,721</b>	<b>79.2 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT****PAY PERIOD ENDING 03/22/2008**

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	482	251	52 %	204	42 %	4	1 %	452	94 %	8	2 %	2	0 %	462	96 %
ATTORNEY GENERAL	497	241	48 %	214	43 %	3	1 %	460	93 %	8	2 %	4	1 %	474	95 %
AUDITOR GENERAL	138	33	24 %	85	62 %	5	4 %	121	88 %	3	2 %	0	0 %	126	91 %
CIVIL RIGHTS	117	74	63 %	39	33 %	2	2 %	113	97 %	3	3 %	0	0 %	116	99 %
CIVIL SERVICE COMMISSION	532	193	36 %	289	54 %	5	1 %	487	92 %	11	2 %	1	0 %	497	93 %
COMMUNITY HEALTH	3,976	2,350	59 %	1,350	34 %	36	1 %	3,647	92 %	100	3 %	10	0 %	3,769	95 %
CORRECTIONS	15,968	9,823	62 %	5,179	32 %	83	1 %	14,839	93 %	310	2 %	33	0 %	15,184	95 %
EDUCATION	382	182	48 %	158	41 %	4	1 %	339	89 %	5	1 %	5	1 %	350	92 %
ENVIRONMENTAL QUALITY	1,360	603	44 %	667	49 %	16	1 %	1,266	93 %	25	2 %	2	0 %	1,296	95 %
EXECUTIVE OFFICE	44	19	43 %	16	36 %	0	0 %	36	82 %	2	5 %	0	0 %	39	89 %
HISTORY ARTS AND LIBRARIES	190	86	45 %	88	46 %	1	1 %	174	92 %	3	2 %	0	0 %	177	93 %
HUMAN SERVICES	9,500	5,327	56 %	3,600	38 %	71	1 %	8,741	92 %	295	3 %	29	0 %	9,066	95 %
INFORMATION TECHNOLOGY	1,671	612	37 %	933	56 %	19	1 %	1,506	90 %	59	4 %	4	0 %	1,572	94 %
LABOR & ECONOMIC GROWTH	3,792	1,830	48 %	1,704	45 %	50	1 %	3,443	91 %	158	4 %	13	0 %	3,627	96 %
MANAGEMENT & BUDGET	938	280	30 %	591	63 %	9	1 %	861	92 %	17	2 %	1	0 %	881	94 %
MILITARY AFFAIRS	910	404	44 %	455	50 %	13	1 %	871	96 %	4	0 %	2	0 %	880	97 %
NATURAL RESOURCES	1,486	1,042	70 %	346	23 %	13	1 %	1,399	94 %	9	1 %	7	0 %	1,421	96 %
STATE	1,540	755	49 %	689	45 %	21	1 %	1,430	93 %	39	3 %	8	1 %	1,482	96 %
STATE POLICE	2,579	1,965	76 %	497	19 %	13	1 %	2,469	96 %	17	1 %	2	0 %	2,490	97 %
STRATEGIC FUND	176	82	47 %	81	46 %	3	2 %	159	90 %	5	3 %	2	1 %	167	95 %
TRANSPORTATION	2,853	1,576	55 %	1,111	39 %	30	1 %	2,697	95 %	29	1 %	7	0 %	2,739	96 %
TREASURY	1,498	572	38 %	812	54 %	24	2 %	1,361	91 %	52	3 %	3	0 %	1,418	95 %
<b>STATEWIDE TOTALS:</b>	<b>50,629</b>	<b>28,300</b>	<b>56 %</b>	<b>19,108</b>	<b>38 %</b>	<b>425</b>	<b>1 %</b>	<b>46,871</b>	<b>93 %</b>	<b>1,162</b>	<b>2 %</b>	<b>135</b>	<b>0 %</b>	<b>48,233</b>	<b>95 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 03/22/2008

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
AGRICULTURE	482	417	87 %	0	0 %	453	94 %	29	6 %	0	0 %
ATTORNEY GENERAL	497	414	83 %	0	0 %	480	97 %	16	3 %	0	0 %
AUDITOR GENERAL	138	122	88 %	0	0 %	121	88 %	17	12 %	0	0 %
CIVIL RIGHTS	117	107	91 %	0	0 %	105	90 %	12	10 %	0	0 %
CIVIL SERVICE COMMISSION	532	513	96 %	5	1 %	517	97 %	15	3 %	7	1 %
COMMUNITY HEALTH	3,976	3,663	92 %	0	0 %	3,776	95 %	198	5 %	0	0 %
CORRECTIONS	15,968	15,137	95 %	0	0 %	15,453	97 %	510	3 %	0	0 %
EDUCATION	382	295	77 %	0	0 %	359	94 %	22	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,360	1,194	88 %	0	0 %	1,261	93 %	98	7 %	0	0 %
EXECUTIVE OFFICE	44	17	39 %	0	0 %	37	84 %	7	16 %	0	0 %
HISTORY ARTS AND LIBRARIES	190	155	82 %	0	0 %	175	92 %	15	8 %	0	0 %
HUMAN SERVICES	9,500	8,904	94 %	1	0 %	9,024	95 %	475	5 %	0	0 %
INFORMATION TECHNOLOGY	1,671	1,413	85 %	41	2 %	1,583	95 %	86	5 %	38	2 %
LABOR & ECONOMIC GROWTH	3,792	3,334	88 %	1	0 %	3,547	94 %	240	6 %	3	0 %
MANAGEMENT & BUDGET	938	862	92 %	1	0 %	890	95 %	46	5 %	1	0 %
MILITARY AFFAIRS	910	792	87 %	0	0 %	875	96 %	33	4 %	0	0 %
NATURAL RESOURCES	1,486	1,329	89 %	0	0 %	1,414	95 %	71	5 %	0	0 %
STATE	1,540	1,382	90 %	0	0 %	1,461	95 %	79	5 %	0	0 %
STATE POLICE	2,579	2,429	94 %	1,601	62 %	2,433	94 %	98	4 %	1,589	62 %
STRATEGIC FUND	176	157	89 %	0	0 %	167	95 %	9	5 %	0	0 %
TRANSPORTATION	2,853	2,528	89 %	0	0 %	2,701	95 %	150	5 %	0	0 %
TREASURY	1,498	1,331	89 %	0	0 %	1,411	94 %	84	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>50,629</b>	<b>46,495</b>	<b>92 %</b>	<b>1,650</b>	<b>3 %</b>	<b>48,243</b>	<b>95 %</b>	<b>2,310</b>	<b>5 %</b>	<b>1,638</b>	<b>3 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

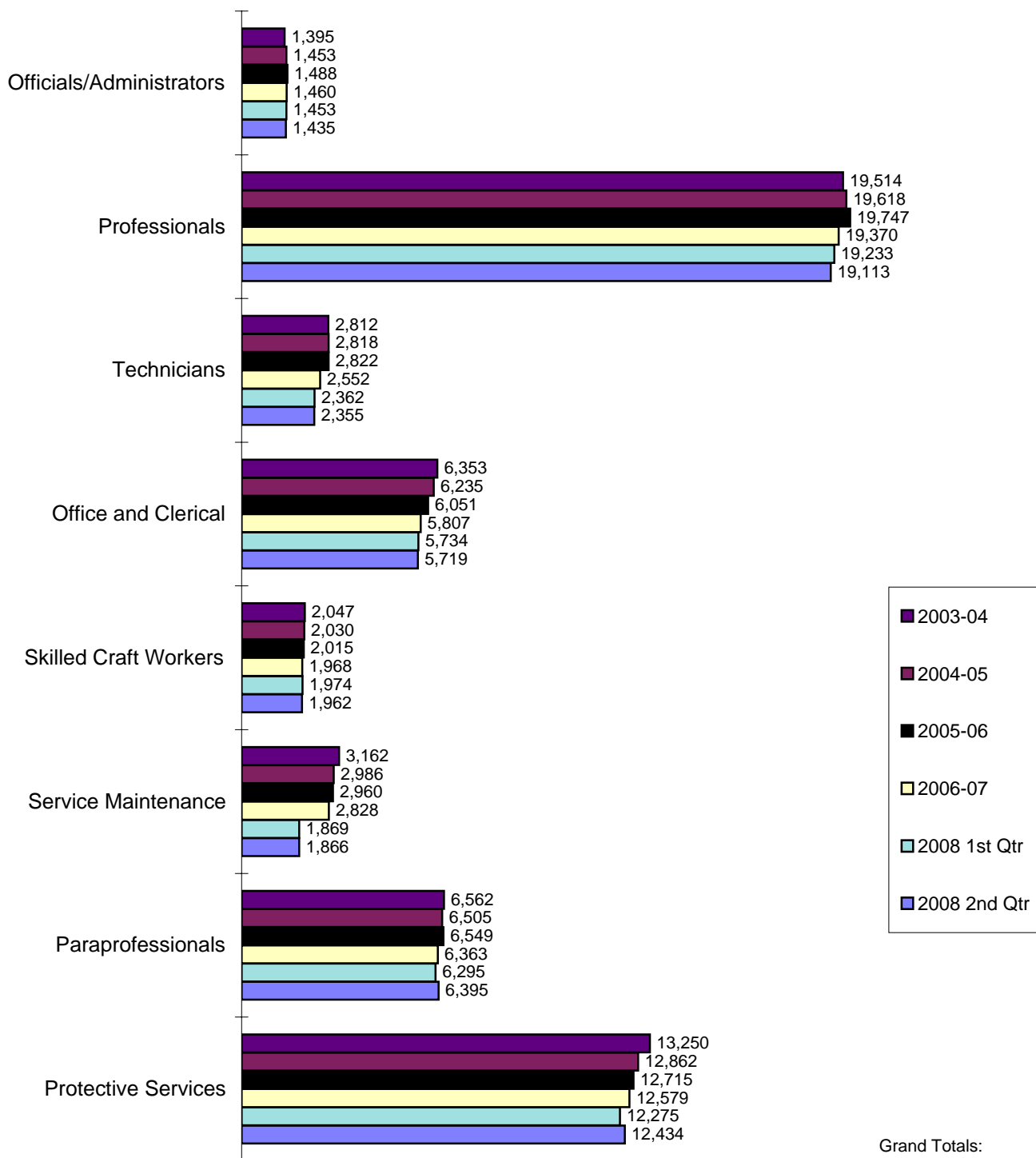
**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: March 22, 2008**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	5	13	26	45	39	68	90	116	85	32	8	2	529
ATTORNEY GENERAL	0	4	19	43	59	57	75	100	88	43	9	0	497
AUDITOR GENERAL	2	11	13	19	20	26	22	16	11	2	0	0	142
CIVIL RIGHTS	0	1	5	16	13	15	13	16	28	12	0	0	119
CIVIL SERVICE COMMISSION	0	6	21	37	39	72	107	144	87	26	4	1	544
COMMUNITY HEALTH	8	73	164	216	295	368	667	1,114	745	285	72	9	4,016
CORRECTIONS	3	187	775	1,521	2,571	2,839	3,004	2,742	1,688	500	74	14	15,918
EDUCATION	0	3	23	25	29	33	40	100	82	39	8	1	383
ENVIRONMENTAL QUALITY	0	18	60	122	131	156	240	323	234	76	13	4	1,377
EXECUTIVE OFFICE	0	11	6	8	6	2	6	3	1	2	2	0	47
HISTORY ARTS AND LIBRARIES	2	19	10	18	19	36	23	38	44	15	3	2	229
HUMAN SERVICES	0	61	512	846	979	932	1,264	2,245	1,925	604	106	21	9,495
INFORMATION TECHNOLOGY	0	29	67	123	174	227	322	375	275	87	19	2	1,700
LABOR & ECONOMIC GROWTH	3	73	231	284	343	377	574	821	730	329	61	27	3,853
MANAGEMENT & BUDGET	1	25	43	53	100	109	152	253	182	41	7	0	966
MILITARY AFFAIRS	2	18	45	63	90	119	183	192	161	52	7	6	938
NATURAL RESOURCES	3	25	101	171	209	191	253	324	199	74	27	5	1,582
STATE	7	48	92	102	141	197	274	384	298	90	13	3	1,649
STATE POLICE	0	7	138	349	560	541	396	366	155	49	7	4	2,572
STRATEGIC FUND	1	10	8	16	9	23	34	57	35	22	9	8	232
TRANSPORTATION	6	85	242	269	339	421	490	554	380	132	21	5	2,944
TREASURY	1	30	109	118	155	189	287	313	231	93	15	5	1,546
<b>Statewide Total:</b>	<b>44</b>	<b>757</b>	<b>2,710</b>	<b>4,464</b>	<b>6,320</b>	<b>6,998</b>	<b>8,516</b>	<b>10,596</b>	<b>7,664</b>	<b>2,605</b>	<b>485</b>	<b>119</b>	<b>51,278</b>
<b>Average Age:</b>	<b>19.5</b>	<b>23.1</b>	<b>27.9</b>	<b>32.6</b>	<b>37.5</b>	<b>42.6</b>	<b>47.6</b>	<b>52.5</b>	<b>57.2</b>	<b>61.7</b>	<b>66.7</b>	<b>74.0</b>	<b>46.4</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2003-04 through Second Quarter 2007-08**



## Grand Totals:

2003-04 Year End: 55,095  
 2004-05 Year End: 54,507  
 2005-06 Year End: 54,347  
 2006-07 Year End: 52,927  
 2007-08 1st Quarter: 51,195  
 2007-08 2nd Quarter: 51,279

Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: March 22, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	3	14
ALGER	373	5	378
ALLEGAN	196	58	254
ALPENA	117	15	132
ANTRIM	22	2	24
ARENAC	328	9	337
BARAGA	432	10	442
BARRY	86	8	94
BAY	269	27	296
BENZIE	20	5	25
BERRIEN	364	27	391
BRANCH	738	12	750
CALHOUN	322	11	333
CASS	69	6	75
CHARLEVOIX	20	20	40
CHEBOYGAN	79	20	99
CHIPPEWA	1,333	34	1,367
CLARE	47	10	57
CLINTON	106	12	118
CRAWFORD	255	67	322
DELTA	201	26	227
DICKINSON	47	6	53
EATON	2,814	162	2,976
EMMET	75	11	86
GENESEE	804	109	913
GLADWIN	41	5	46
GOGEBIC	277	13	290
GRAND TRAVERSE	546	23	569
GRATIOT	900	17	917
HILLSDALE	56	4	60
HOUGHTON	108	9	117
HURON	34	10	44
INGHAM	9,639	898	10,537
IONIA	1,861	34	1,895
IOSCO	52	9	61
IRON	114	4	118
ISABELLA	537	19	556
JACKSON	2,387	52	2,439
KALAMAZOO	993	84	1,077
KALKASKA	57	3	60
KENT	1,577	131	1,708
KEWEENAW	1	2	3
LAKE	44	2	46
LAPEER	446	9	455
LEELANAU	3	2	5

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: March 22, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	814	25	839
LIVINGSTON	428	25	453
LUCE	377	7	384
MACKINAC	135	60	195
MACOMB	1,189	82	1,271
MANISTEE	382	15	397
MARQUETTE	854	57	911
MASON	35	3	38
MECOSTA	69	5	74
MENOMINEE	40	9	49
MIDLAND	79	6	85
MISSAUKEE	52	2	54
MONROE	157	19	176
MONTCALM	629	10	639
MONTMORENCY	55	7	62
MUSKEGON	1,063	20	1,083
NEWAYGO	69	4	73
OAKLAND	1,114	67	1,181
OCEANA	56	8	64
OGEMAW	58	6	64
ONTONAGON	22		22
OSCEOLA	51		51
OSCODA	28	3	31
OTSEGO	253	13	266
OTTAWA	171	29	200
OUT OF STATE	44	5	49
PRESQUE ISLE	14	2	16
ROSCOMMON	130	19	149
SAGINAW	1,008	32	1,040
SANILAC	50	3	53
SCHOOLCRAFT	39	5	44
SHIAWASSEE	77	8	85
ST CLAIR	228	30	258
ST JOSEPH	84	5	89
TUSCOLA	481	29	510
VAN BUREN	200	18	218
WASHTENAW	1,674	37	1,711
WAYNE	6,449	240	6,689
WEXFORD	161	13	174
WORK AT HOME - MI	815	53	868
<b>Grand Total:</b>	<b>48,435</b>	<b>2,986</b>	<b>51,421</b>

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

## SECTION THREE

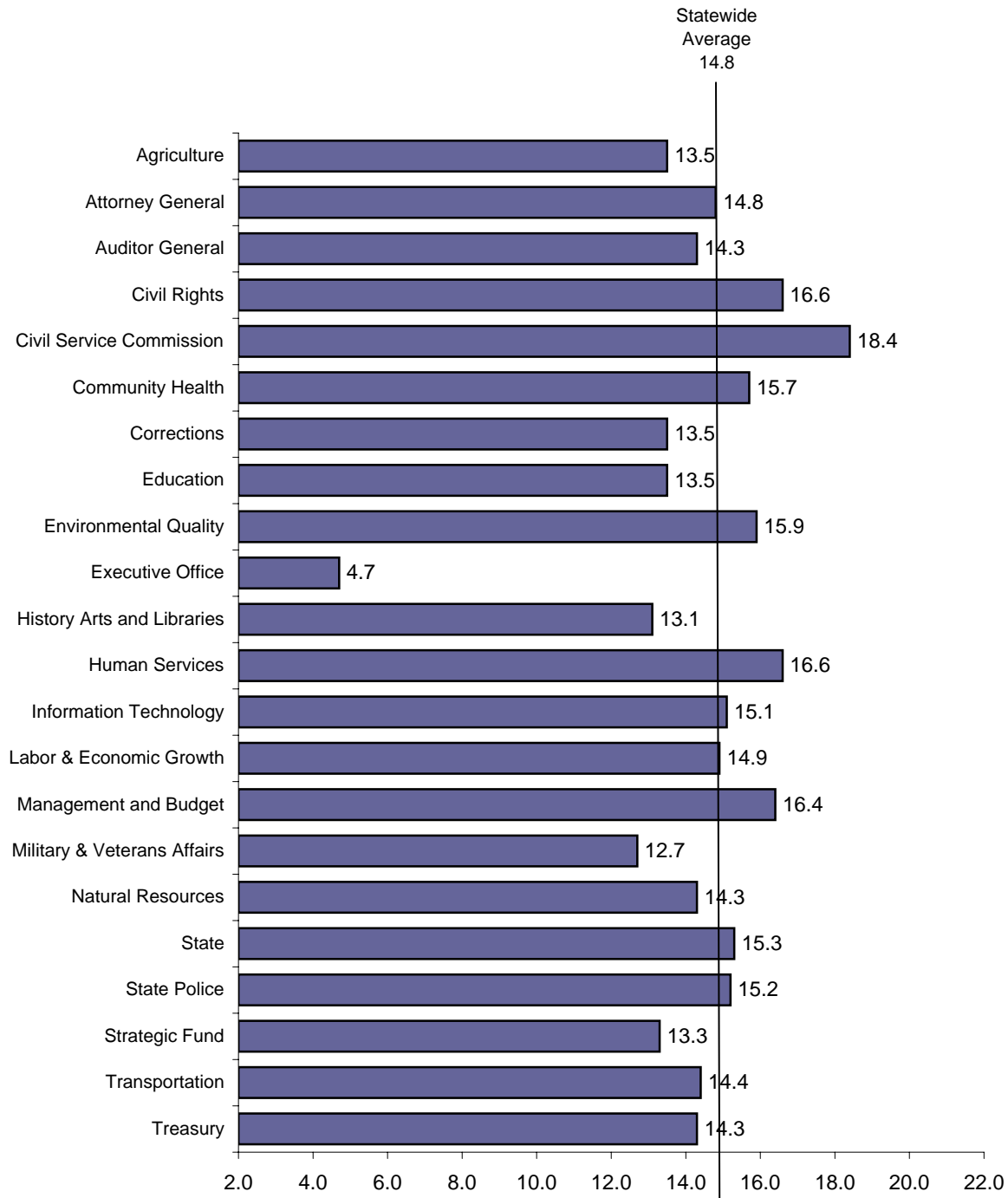
---

### **EMPLOYEE CONTINUITY OVERVIEW**



# AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period Ending March 22, 2008



**Note:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

**Comment:** MIDB Civil Service HWF18

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
00 - 05 YEARS	52	77	1	3	1	0	2	0	0	0	0	0	56	80	1	0
06 - 10 YEARS	52	53	1	5	1	0	0	2	0	1	0	0	54	61	0	1
11 - 15 YEARS	35	26	2	1	0	2	1	1	0	1	0	0	38	31	0	1
16 - 20 YEARS	47	33	0	2	0	1	0	1	1	2	0	0	48	39	2	0
21 - 25 YEARS	17	22	1	4	0	0	0	0	0	0	0	0	18	26	1	2
26 - 30 YEARS	16	19	1	4	0	0	1	0	1	0	0	0	19	23	0	3
31 - 35 YEARS	17	10	1	1	0	0	1	0	0	0	0	0	19	11	2	2
36 - 40 YEARS	3	1	0	0	0	0	0	0	1	0	0	0	4	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>239</b>	<b>242</b>	<b>7</b>	<b>20</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>256</b>	<b>273</b>	<b>6</b>	<b>9</b>
MORE THAN 10 YEARS:	135	112	5	12	0	3	3	2	3	3	0	0	146	132	5	8
AVERAGE YEARS	14.2	12.2	17.0	16.7	4.0	13.7	15.6	12.3	27.7	14.0	0.0	0.0	14.4	12.6	21.8	24.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.5</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	55	67	13	9	0	0	0	3	0	0	3	2	71	81	1	0
06 - 10 YEARS	16	46	2	7	0	0	0	2	0	2	0	0	18	57	0	0
11 - 15 YEARS	26	26	2	3	0	0	1	0	0	0	0	0	29	29	0	0
16 - 20 YEARS	18	28	0	3	0	0	0	2	1	0	0	0	19	33	0	1
21 - 25 YEARS	23	19	2	4	0	0	0	1	0	0	0	0	25	24	1	1
26 - 30 YEARS	23	26	4	3	0	1	2	1	0	0	0	0	29	31	1	1
31 - 35 YEARS	26	9	0	1	0	0	0	0	0	0	0	0	26	10	1	1
36 - 40 YEARS	11	3	0	0	0	0	0	0	0	0	0	0	11	3	1	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>198</b>	<b>225</b>	<b>23</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>228</b>	<b>269</b>	<b>5</b>	<b>4</b>
MORE THAN 10 YEARS:	127	112	8	14	0	1	3	4	1	0	0	0	139	131	4	4
AVERAGE YEARS	17.1	13.6	10.9	12.9	0.0	29.0	23.7	12.4	20.0	9.0	2.3	1.0	16.4	13.4	24.2	25.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.8</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	4	18	0	1	0	0	0	0	0	0	0	0	4	19	0	0
06 - 10 YEARS	18	21	1	0	0	0	0	0	0	1	0	0	19	22	0	0
11 - 15 YEARS	9	13	0	3	0	0	0	0	0	0	0	0	9	16	0	0
16 - 20 YEARS	1	13	0	0	0	0	0	0	0	0	0	0	1	13	0	0
21 - 25 YEARS	11	7	2	0	0	0	0	0	0	0	0	0	13	7	0	3
26 - 30 YEARS	6	3	1	0	0	0	0	0	0	0	0	0	7	3	0	0
31 - 35 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>58</b>	<b>75</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>80</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS:	36	36	3	3	0	0	0	0	0	0	0	0	39	39	1	3
AVERAGE YEARS	17.9	11.5	20.3	11.0	0.0	0.0	0.0	0.0	0.0	8.0	0.0	0.0	18.1	11.4	34.0	22.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.3</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	3	8	4	6	0	0	0	1	0	1	0	0	7	16	0	0
06 - 10 YEARS	4	7	4	9	0	0	0	3	0	0	0	0	8	19	0	0
11 - 15 YEARS	3	2	3	6	0	0	0	1	0	1	0	0	6	10	0	0
16 - 20 YEARS	0	3	1	6	0	0	2	0	0	0	0	0	3	9	0	0
21 - 25 YEARS	1	1	1	2	0	0	0	0	0	0	0	0	2	3	0	0
26 - 30 YEARS	2	3	0	5	0	0	1	0	0	0	0	0	3	8	0	1
31 - 35 YEARS	2	6	0	6	0	0	2	1	1	0	0	0	5	13	0	0
36 - 40 YEARS	0	2	2	2	0	0	0	0	0	0	0	0	2	4	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>15</b>	<b>33</b>	<b>15</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>83</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	8	18	7	27	0	0	5	2	1	1	0	0	21	48	0	1
AVERAGE YEARS	15.6	17.6	12.9	17.1	0.0	0.0	26.2	10.8	35.0	7.5	0.0	0.0	16.5	16.6	0.0	28.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.6</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	8	53	5	7	1	0	1	1	1	0	0	0	16	61	0	0
06 - 10 YEARS	9	62	1	9	0	2	0	0	0	3	0	0	10	76	0	1
11 - 15 YEARS	8	39	0	6	0	1	1	0	0	1	0	0	9	47	0	0
16 - 20 YEARS	7	59	2	14	0	2	1	4	0	2	0	0	10	81	0	2
21 - 25 YEARS	7	35	0	15	0	2	1	6	0	1	0	0	8	59	1	4
26 - 30 YEARS	9	46	5	14	1	2	0	3	0	0	0	0	15	65	3	2
31 - 35 YEARS	13	48	3	11	1	0	0	1	0	0	0	0	17	60	2	5
36 - 40 YEARS	4	5	0	0	0	0	1	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>65</b>	<b>347</b>	<b>16</b>	<b>76</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>15</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>90</b>	<b>454</b>	<b>6</b>	<b>14</b>
MORE THAN 10 YEARS:	48	232	10	60	2	7	4	14	0	4	0	0	64	317	6	13
AVERAGE YEARS	20.4	17.7	18.9	19.8	21.7	19.1	18.4	22.3	0.0	13.3	0.0	0.0	19.8	18.1	29.3	25.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>18.4</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	243	511	66	106	1	6	14	18	9	16	1	1	334	658	1	2
06 - 10 YEARS	154	345	26	106	3	5	5	8	14	16	0	0	202	480	2	2
11 - 15 YEARS	122	218	22	54	3	2	8	3	6	16	0	0	161	293	5	6
16 - 20 YEARS	86	204	27	69	0	2	4	8	5	16	0	0	122	299	6	19
21 - 25 YEARS	104	184	29	77	1	3	5	13	8	9	0	0	147	286	17	17
26 - 30 YEARS	186	256	73	98	3	5	6	10	6	10	0	0	274	379	19	23
31 - 35 YEARS	118	170	18	16	0	2	1	3	4	0	0	0	141	191	11	12
36 - 40 YEARS	15	25	2	2	0	0	1	1	0	0	0	0	18	28	1	1
MORE THAN 40 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,028</b>	<b>1,915</b>	<b>263</b>	<b>529</b>	<b>11</b>	<b>25</b>	<b>44</b>	<b>64</b>	<b>52</b>	<b>83</b>	<b>1</b>	<b>1</b>	<b>1,399</b>	<b>2,617</b>	<b>62</b>	<b>82</b>
MORE THAN 10 YEARS:	631	1,059	171	317	7	14	25	38	29	51	0	0	863	1,479	59	78
AVERAGE YEARS	16.7	15.0	17.4	15.8	15.9	15.5	13.8	15.6	15.4	14.0	0.0	0.0	16.7	15.2	24.7	23.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.7</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,057	765	169	296	33	13	41	35	6	11	12	9	1,318	1,129	3	4
06 - 10 YEARS	2,284	891	253	299	48	18	52	33	13	5	0	0	2,650	1,246	5	2
11 - 15 YEARS	1,911	748	225	243	61	16	63	29	9	3	0	0	2,269	1,039	18	14
16 - 20 YEARS	1,925	581	188	177	64	12	45	19	7	3	0	0	2,229	792	76	33
21 - 25 YEARS	1,430	357	247	212	28	9	28	5	2	2	0	0	1,735	585	111	28
26 - 30 YEARS	333	177	45	47	5	2	2	6	0	0	0	0	385	232	34	18
31 - 35 YEARS	141	82	25	28	3	0	1	0	0	0	0	0	170	110	18	4
36 - 40 YEARS	15	8	1	2	0	0	1	0	0	0	0	0	17	10	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,096</b>	<b>3,610</b>	<b>1,153</b>	<b>1,305</b>	<b>242</b>	<b>70</b>	<b>233</b>	<b>127</b>	<b>37</b>	<b>24</b>	<b>12</b>	<b>9</b>	<b>10,773</b>	<b>5,145</b>	<b>266</b>	<b>103</b>
MORE THAN 10 YEARS:	5,755	1,954	731	710	161	39	140	59	18	8	0	0	6,805	2,770	258	97
AVERAGE YEARS	14.0	12.5	14.2	12.8	13.7	12.5	12.4	10.4	11.0	8.4	1.1	0.9	14.0	12.5	21.5	20.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.5</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
00 - 05 YEARS	51	80	4	9	0	0	0	3	0	0	0	0	55	92	0	0
06 - 10 YEARS	16	42	1	2	0	0	0	1	0	0	0	0	17	45	0	0
11 - 15 YEARS	2	27	0	1	0	0	0	0	0	0	0	0	2	28	0	0
16 - 20 YEARS	3	22	0	3	0	0	0	1	0	0	0	0	3	26	0	1
21 - 25 YEARS	3	24	1	1	0	0	1	1	0	1	0	0	5	27	0	2
26 - 30 YEARS	6	26	1	1	0	1	0	2	0	0	0	0	7	30	2	1
31 - 35 YEARS	9	27	0	2	0	0	0	0	0	0	0	0	9	29	0	3
36 - 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>90</b>	<b>255</b>	<b>7</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>98</b>	<b>285</b>	<b>2</b>	<b>7</b>
MORE THAN 10 YEARS:	23	133	2	9	0	1	1	4	0	1	0	0	26	148	2	7
AVERAGE YEARS	9.8	14.8	10.7	13.2	0.0	27.0	23.0	14.1	0.0	22.0	0.0	0.0	10.0	14.7	29.0	28.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.5</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	117	127	6	1	1	1	2	2	0	2	0	0	126	133	0	0
06 - 10 YEARS	118	107	5	4	0	0	1	1	3	4	0	0	127	116	0	0
11 - 15 YEARS	73	61	1	4	0	0	1	1	7	5	0	0	82	71	1	2
16 - 20 YEARS	161	116	6	11	0	0	4	2	4	2	0	0	175	131	6	3
21 - 25 YEARS	57	65	6	9	1	2	1	1	4	1	0	0	69	78	0	3
26 - 30 YEARS	92	57	4	5	1	0	0	2	2	1	0	0	99	65	6	4
31 - 35 YEARS	54	22	0	3	0	0	1	0	1	0	0	0	56	25	4	2
36 - 40 YEARS	16	6	0	0	0	0	1	0	0	0	0	0	17	6	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>688</b>	<b>562</b>	<b>28</b>	<b>37</b>	<b>3</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>21</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>751</b>	<b>626</b>	<b>17</b>	<b>14</b>
MORE THAN 10 YEARS:	453	328	17	32	2	2	8	6	18	9	0	0	498	377	17	14
AVERAGE YEARS	16.6	14.7	14.8	19.8	18.7	16.3	17.9	16.0	17.9	13.2	0.0	0.0	16.6	15.0	24.4	22.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.9</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	11	17	0	4	0	0	0	3	0	0	0	1	11	25	0	0
06 - 10 YEARS	2	2	0	4	0	0	0	0	0	0	0	0	2	6	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>13</b>	<b>22</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>34</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	3.6	6.1	0.0	3.8	0.0	0.0	0.0	2.3	0.0	0.0	0.0	0.0	3.6	5.1	0.0	39.0

**DEPARTMENT AVERAGE YEARS 4.7**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
00 - 05 YEARS	22	40	2	2	0	0	2	0	0	0	2	1	28	43	0	0
06 - 10 YEARS	21	29	1	0	1	0	0	0	0	0	0	0	23	29	0	1
11 - 15 YEARS	8	12	0	0	0	0	0	0	0	1	0	0	8	13	1	0
16 - 20 YEARS	8	15	1	0	1	0	0	1	0	0	0	0	10	16	2	1
21 - 25 YEARS	5	7	1	1	0	0	0	0	0	0	0	0	6	8	1	0
26 - 30 YEARS	8	9	0	3	0	0	0	1	0	0	0	0	8	13	2	1
31 - 35 YEARS	8	11	0	0	0	0	1	0	0	0	0	0	9	11	0	0
36 - 40 YEARS	2	1	0	0	1	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>82</b>	<b>124</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>95</b>	<b>134</b>	<b>7</b>	<b>3</b>
MORE THAN 10 YEARS:	39	55	2	4	2	0	1	2	0	1	0	0	44	62	7	2
AVERAGE YEARS	13.9	12.3	10.8	19.3	21.7	0.0	12.3	24.0	0.0	12.0	0.0	0.0	13.7	12.7	23.1	19.3

**DEPARTMENT AVERAGE YEARS 13.1**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	197	822	63	471	1	6	12	56	4	6	0	5	277	1,366	0	8
06 - 10 YEARS	241	961	87	660	1	8	15	63	4	12	0	0	348	1,704	0	10
11 - 15 YEARS	190	582	85	273	2	8	12	51	3	8	0	0	292	922	5	20
16 - 20 YEARS	165	486	51	298	1	11	24	51	3	11	0	0	244	857	22	47
21 - 25 YEARS	111	314	42	173	2	3	8	28	4	3	0	0	167	521	11	27
26 - 30 YEARS	255	785	64	450	2	12	8	26	3	4	0	0	332	1,277	28	97
31 - 35 YEARS	203	475	25	279	1	2	2	7	1	1	0	0	232	764	19	42
36 - 40 YEARS	51	76	8	43	1	0	0	2	1	0	0	0	61	121	7	7
MORE THAN 40 YEARS	4	3	0	2	0	0	1	0	0	0	0	0	5	5	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,417</b>	<b>4,504</b>	<b>425</b>	<b>2,649</b>	<b>11</b>	<b>50</b>	<b>82</b>	<b>284</b>	<b>23</b>	<b>45</b>	<b>0</b>	<b>5</b>	<b>1,958</b>	<b>7,537</b>	<b>93</b>	<b>260</b>
MORE THAN 10 YEARS:	979	2,721	275	1,518	9	36	55	165	15	27	0	0	1,333	4,467	93	242
AVERAGE YEARS	18.7	16.5	15.9	16.3	20.8	16.9	15.6	13.9	17.0	13.9	0.0	0.4	17.9	16.3	26.2	24.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.6</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INFORMATION TECHNOLOGY</b>																
00 - 05 YEARS	181	71	10	7	1	0	2	1	37	30	9	4	240	113	0	0
06 - 10 YEARS	244	95	10	16	1	0	6	2	15	4	0	0	276	117	5	0
11 - 15 YEARS	132	52	7	3	0	1	4	2	6	4	0	0	149	62	0	2
16 - 20 YEARS	97	89	16	10	1	0	3	5	6	4	0	0	123	108	9	8
21 - 25 YEARS	53	66	10	19	0	1	1	1	4	5	0	0	68	92	7	3
26 - 30 YEARS	74	76	11	18	0	0	3	4	2	4	0	0	90	102	10	1
31 - 35 YEARS	62	51	3	6	0	0	2	5	0	1	0	0	67	63	2	3
36 - 40 YEARS	17	10	2	0	0	0	0	0	0	0	0	0	19	10	3	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>861</b>	<b>510</b>	<b>69</b>	<b>79</b>	<b>3</b>	<b>2</b>	<b>21</b>	<b>20</b>	<b>70</b>	<b>52</b>	<b>9</b>	<b>4</b>	<b>1,033</b>	<b>667</b>	<b>36</b>	<b>18</b>
MORE THAN 10 YEARS:	436	344	49	56	1	2	13	17	18	18	0	0	517	437	31	18
AVERAGE YEARS	13.9	17.6	17.5	19.0	11.0	17.5	16.5	21.9	8.8	9.5	0.3	1.0	13.8	17.2	23.2	22.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.1</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC GROWTH</b>																
00 - 05 YEARS	279	466	69	282	2	3	9	18	5	9	1	1	365	779	5	8
06 - 10 YEARS	178	263	32	107	1	4	11	17	2	10	0	1	224	402	7	4
11 - 15 YEARS	116	168	19	65	1	2	2	6	2	4	0	0	140	245	10	6
16 - 20 YEARS	138	187	31	75	0	1	4	12	2	6	0	0	175	281	23	26
21 - 25 YEARS	92	133	27	67	2	4	8	11	4	2	0	0	133	217	10	13
26 - 30 YEARS	106	212	35	88	0	4	5	11	0	3	0	0	146	318	24	31
31 - 35 YEARS	99	153	18	66	1	1	2	3	2	2	0	0	122	225	18	24
36 - 40 YEARS	25	28	2	15	0	0	0	1	0	0	0	0	27	44	5	3
MORE THAN 40 YEARS	4	1	2	2	0	0	0	1	0	0	0	0	6	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,037</b>	<b>1,611</b>	<b>235</b>	<b>767</b>	<b>7</b>	<b>19</b>	<b>41</b>	<b>80</b>	<b>17</b>	<b>36</b>	<b>1</b>	<b>2</b>	<b>1,338</b>	<b>2,515</b>	<b>102</b>	<b>115</b>
MORE THAN 10 YEARS:	580	882	134	378	4	12	21	45	10	17	0	0	749	1,334	90	103
AVERAGE YEARS	15.2	15.0	15.5	14.1	14.9	16.7	14.3	15.2	14.4	12.8	5.0	4.5	15.2	14.7	22.8	23.3
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.9</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	100	75	3	7	0	1	4	3	0	0	0	2	107	88	1	0
06 - 10 YEARS	95	82	8	3	0	1	1	1	1	1	0	0	105	88	0	0
11 - 15 YEARS	55	53	3	7	0	0	1	1	0	0	0	0	59	61	1	1
16 - 20 YEARS	55	38	10	3	0	0	5	3	4	1	0	0	74	45	3	1
21 - 25 YEARS	31	29	4	2	0	0	0	1	3	0	0	0	38	32	4	3
26 - 30 YEARS	64	49	10	5	0	0	4	1	0	1	0	0	78	56	6	3
31 - 35 YEARS	59	29	5	3	2	1	8	2	0	0	0	0	74	35	5	1
36 - 40 YEARS	14	8	1	0	0	0	3	0	0	0	0	0	18	8	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>473</b>	<b>363</b>	<b>44</b>	<b>30</b>	<b>2</b>	<b>3</b>	<b>26</b>	<b>12</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>553</b>	<b>413</b>	<b>22</b>	<b>9</b>
MORE THAN 10 YEARS:	278	206	33	20	2	1	21	8	7	2	0	0	341	237	21	9
AVERAGE YEARS	16.5	15.3	19.7	16.0	34.0	15.0	23.8	17.3	18.4	18.3	0.0	4.0	17.2	15.4	26.1	24.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.4</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
00 - 05 YEARS	96	116	11	43	1	1	3	3	0	1	0	1	111	165	0	1
06 - 10 YEARS	60	79	6	34	1	0	4	3	1	4	1	0	73	120	0	0
11 - 15 YEARS	52	56	1	21	0	1	2	2	0	0	0	0	55	80	2	1
16 - 20 YEARS	58	47	3	13	0	0	4	2	0	1	0	0	65	63	3	0
21 - 25 YEARS	28	48	3	7	2	2	0	0	0	0	0	0	33	57	5	3
26 - 30 YEARS	20	41	2	3	1	0	1	2	0	0	0	0	24	46	2	1
31 - 35 YEARS	17	18	1	4	1	0	0	0	0	0	0	0	19	22	1	2
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>336</b>	<b>406</b>	<b>27</b>	<b>125</b>	<b>6</b>	<b>4</b>	<b>14</b>	<b>12</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>385</b>	<b>554</b>	<b>14</b>	<b>8</b>
MORE THAN 10 YEARS:	180	211	10	48	4	3	7	6	0	1	0	0	201	269	14	7
AVERAGE YEARS	13.2	13.2	11.5	10.1	19.2	14.3	12.1	12.0	8.0	9.0	6.0	0.0	13.1	12.4	23.1	22.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>12.7</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	222	140	3	3	1	0	2	0	2	0	7	0	237	143	3	0
06 - 10 YEARS	202	80	0	1	1	0	1	1	3	0	0	0	207	82	0	1
11 - 15 YEARS	172	63	5	3	1	1	3	0	2	0	0	0	183	67	0	0
16 - 20 YEARS	140	70	6	6	2	1	3	4	0	0	0	0	151	81	4	2
21 - 25 YEARS	103	50	5	1	3	1	2	2	0	0	0	0	113	54	6	3
26 - 30 YEARS	80	42	2	3	2	0	0	1	1	1	0	0	85	47	4	1
31 - 35 YEARS	83	16	0	1	3	1	1	0	0	0	0	0	87	18	2	2
36 - 40 YEARS	19	2	0	0	0	0	0	0	0	0	0	0	19	2	2	0
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,026</b>	<b>464</b>	<b>21</b>	<b>18</b>	<b>13</b>	<b>4</b>	<b>12</b>	<b>8</b>	<b>8</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>1,087</b>	<b>495</b>	<b>22</b>	<b>9</b>
MORE THAN 10 YEARS:	602	244	18	14	11	4	9	7	3	1	0	0	643	270	19	8
AVERAGE YEARS	14.8	12.9	16.4	16.2	21.9	21.3	15.3	19.8	10.3	28.0	1.0	0.0	14.8	13.2	23.0	23.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.3</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
00 - 05 YEARS	41	218	10	61	0	1	2	6	0	4	2	4	55	294	0	0
06 - 10 YEARS	46	206	3	51	1	3	4	14	1	2	0	0	55	276	1	3
11 - 15 YEARS	18	101	4	33	0	5	0	6	1	2	0	0	23	147	0	4
16 - 20 YEARS	32	139	4	59	1	0	2	15	2	1	0	0	41	214	3	28
21 - 25 YEARS	18	116	9	44	1	2	2	6	1	5	0	0	31	173	2	19
26 - 30 YEARS	38	109	7	37	0	1	0	11	0	3	0	0	45	161	3	8
31 - 35 YEARS	30	65	2	8	0	0	2	2	0	0	0	0	34	75	4	5
36 - 40 YEARS	3	12	0	1	0	0	0	0	0	0	0	0	3	13	0	0
MORE THAN 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	2
<b>DEPARTMENT TOTAL</b>	<b>226</b>	<b>974</b>	<b>39</b>	<b>295</b>	<b>3</b>	<b>12</b>	<b>12</b>	<b>60</b>	<b>5</b>	<b>17</b>	<b>2</b>	<b>4</b>	<b>287</b>	<b>1,362</b>	<b>13</b>	<b>69</b>
MORE THAN 10 YEARS:	139	550	26	183	2	8	6	40	4	11	0	0	177	792	12	66
AVERAGE YEARS	17.2	15.0	16.6	14.9	15.7	14.3	14.4	16.3	15.4	15.1	0.5	1.3	16.8	15.0	25.1	21.5
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.3</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
00 - 05 YEARS	142	109	3	4	0	1	5	3	0	0	0	0	150	117	0	0
06 - 10 YEARS	444	129	9	12	2	1	6	3	1	0	0	0	462	145	0	0
11 - 15 YEARS	456	105	39	5	16	0	13	0	4	1	0	0	528	111	3	0
16 - 20 YEARS	226	87	37	9	4	0	11	3	2	2	0	0	280	101	1	2
21 - 25 YEARS	200	91	36	13	7	0	15	1	0	0	0	0	258	105	4	3
26 - 30 YEARS	117	37	20	7	0	2	5	5	0	1	0	0	142	52	1	3
31 - 35 YEARS	43	39	3	5	1	0	1	0	0	0	0	0	48	44	0	1
36 - 40 YEARS	14	6	3	0	0	0	1	0	0	0	0	0	18	6	1	0
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,646</b>	<b>604</b>	<b>150</b>	<b>55</b>	<b>30</b>	<b>4</b>	<b>57</b>	<b>15</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1,890</b>	<b>682</b>	<b>10</b>	<b>9</b>
MORE THAN 10 YEARS:	1,060	366	138	39	28	2	46	9	6	4	0	0	1,278	420	10	9
AVERAGE YEARS	14.8	14.9	19.1	18.0	16.1	17.0	17.2	16.7	13.7	19.3	0.0	0.0	15.2	15.2	21.7	23.9
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.2</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	31	47	0	2	0	0	0	0	0	0	0	0	31	49	1	0
06 - 10 YEARS	7	17	1	5	0	0	1	0	1	1	0	0	10	23	1	1
11 - 15 YEARS	12	12	0	1	0	1	0	0	0	0	0	0	12	14	0	1
16 - 20 YEARS	3	8	0	2	1	0	0	0	0	0	0	0	4	10	0	1
21 - 25 YEARS	10	10	2	2	0	0	2	1	2	1	0	0	16	14	1	2
26 - 30 YEARS	8	16	1	1	0	0	0	0	0	0	0	0	9	17	2	2
31 - 35 YEARS	7	8	0	5	0	0	0	0	0	0	0	0	7	13	1	1
36 - 40 YEARS	0	2	1	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>78</b>	<b>120</b>	<b>5</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>90</b>	<b>142</b>	<b>6</b>	<b>8</b>
MORE THAN 10 YEARS:	40	56	4	11	1	1	2	1	2	1	0	0	49	70	4	7
AVERAGE YEARS	12.5	12.2	24.0	18.8	20.0	13.0	16.3	22.0	17.0	16.0	0.0	0.0	13.5	13.2	19.8	21.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.3</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	478	196	30	22	8	1	5	4	8	8	0	0	529	231	1	0
06 - 10 YEARS	420	129	21	14	2	3	5	2	10	4	0	0	458	152	1	1
11 - 15 YEARS	173	72	10	6	7	3	3	0	2	2	0	0	195	83	2	2
16 - 20 YEARS	308	121	25	16	2	2	8	3	4	2	0	0	347	144	16	6
21 - 25 YEARS	172	72	24	14	6	1	11	2	4	0	0	0	217	89	12	8
26 - 30 YEARS	106	82	19	12	5	0	8	2	3	0	0	0	141	96	11	11
31 - 35 YEARS	107	45	13	10	6	0	8	1	1	0	0	0	135	56	14	7
36 - 40 YEARS	39	8	1	2	0	0	1	0	4	0	0	0	45	10	5	1
MORE THAN 40 YEARS	13	1	0	0	0	0	0	0	2	0	0	0	15	1	3	0
<b>DEPARTMENT TOTAL</b>	<b>1,816</b>	<b>726</b>	<b>143</b>	<b>96</b>	<b>36</b>	<b>10</b>	<b>49</b>	<b>14</b>	<b>38</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>2,082</b>	<b>862</b>	<b>65</b>	<b>36</b>
MORE THAN 10 YEARS:	918	401	92	60	26	6	39	8	20	4	0	0	1,095	479	63	35
AVERAGE YEARS	13.8	14.5	16.7	16.8	17.4	12.5	20.6	15.5	17.1	7.9	0.0	0.0	14.3	14.6	26.0	25.3
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.4</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	121	253	19	64	1	2	1	7	6	12	2	3	150	341	1	1
06 - 10 YEARS	76	131	9	22	0	0	3	4	5	4	0	0	93	161	0	1
11 - 15 YEARS	60	80	5	19	0	1	1	2	0	1	0	0	66	103	5	1
16 - 20 YEARS	34	62	13	24	0	1	3	8	5	1	0	0	55	96	2	6
21 - 25 YEARS	24	62	14	20	0	0	2	11	3	0	0	0	43	93	6	3
26 - 30 YEARS	25	109	7	36	1	1	3	5	0	0	0	0	36	151	4	12
31 - 35 YEARS	43	56	6	9	0	1	3	1	0	1	0	0	52	68	7	4
36 - 40 YEARS	13	17	1	1	0	1	0	0	1	0	0	0	15	19	3	0
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	1	1
<b>DEPARTMENT TOTAL</b>	<b>398</b>	<b>772</b>	<b>74</b>	<b>195</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>38</b>	<b>20</b>	<b>19</b>	<b>2</b>	<b>3</b>	<b>512</b>	<b>1,034</b>	<b>29</b>	<b>29</b>
MORE THAN 10 YEARS:	201	388	46	109	1	5	12	27	9	3	0	0	269	532	28	27
AVERAGE YEARS	14.3	14.2	15.9	14.6	15.0	19.0	20.1	16.8	13.0	6.3	0.5	0.3	14.6	14.2	25.9	24.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.3</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	3,511	4,276	491	1,410	52	36	107	167	78	100	39	34	4,278	6,023	18	24
06- 10 YEARS	4,707	3,777	481	1,370	63	45	115	160	74	74	1	1	5,441	5,427	22	28
11- 15 YEARS	3,633	2,516	433	757	91	44	116	105	42	50	0	0	4,315	3,472	53	61
16- 20 YEARS	3,512	2,409	421	800	77	33	123	144	46	54	0	0	4,179	3,440	178	187
21- 25 YEARS	2,500	1,712	466	687	53	30	87	91	39	30	0	0	3,145	2,550	200	147
26- 30 YEARS	1,574	2,181	312	840	21	31	49	93	18	28	0	0	1,974	3,173	162	224
31- 35 YEARS	1,147	1,340	123	464	19	8	36	26	10	5	0	0	1,335	1,843	112	121
36- 40 YEARS	269	229	24	69	2	1	9	4	7	0	0	0	311	303	33	14
MORE THAN 40 YEARS	33	24	2	7	0	0	1	1	2	0	0	0	38	32	6	5
<b>STATEWIDE TOTAL</b>	<b>20,886</b>	<b>18,464</b>	<b>2,753</b>	<b>6,404</b>	<b>378</b>	<b>228</b>	<b>643</b>	<b>791</b>	<b>316</b>	<b>341</b>	<b>40</b>	<b>35</b>	<b>25,016</b>	<b>26,263</b>	<b>784</b>	<b>811</b>
MORE THAN 10 YEARS	12,668	10,411	1,781	3,624	263	147	421	464	164	167	0	0	15,297	14,813	744	759
AVERAGE YEARS	14.8	14.7	15.5	15.1	15.1	15.2	15.3	14.4	13.7	12.1	1.1	1.1	14.9	14.8	23.5	23.2
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.8</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.



Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Second Quarter of FY 2008**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b>INVOLUNTARY SEPARATIONS</b>		
Death	12	1.5%
Dismissal	46	5.9%
Expired Appointment	9	1.2%
<b>Total Involuntary Separations</b>	<b>67</b>	<b>8.6%</b>
<b>VOLUNTARY SEPARATIONS</b>		
Resigned Classified Employment	166	21.3%
Layoff/Leave of Absence Rights Expired	29	3.7%
Waived Rights Leave of Absence	51	6.5%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>246</b>	<b>31.5%</b>
<b>RETIREMENT</b>		
Retirement	410	52.6%
Disability Retirement	20	2.6%
Deferred Retirement	22	2.8%
<b>Total Retirements</b>	<b>452</b>	<b>57.9%</b>
<b>UNDEFINED SEPARATIONS</b>		
Undefined Separations	15	1.9%
<b>TOTAL SEPARATIONS</b>	<b>780</b>	<b>100.0%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 89% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PERIOD FROM: 12/30/2007 TO: 3/22/2008

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	HIRES	NON-CAREER	RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	NET		
	HIRES	CAREER	WAIVED RIGHTS	LEAVES	APPOINTMENTS						LAYOFFS	LAYOFFS
AGRICULTURE	5	7	0	0	12	11	0	0	0	0	11	1
ATTORNEY GENERAL	10	0	4	0	14	8	0	0	0	1	9	5
AUDITOR GENERAL	0	1	0	0	1	1	0	0	0	0	1	0
CIVIL RIGHTS	0	0	0	0	0	2	0	0	0	0	2	-2
CIVIL SERVICE COMMISSION	0	1	0	0	1	5	1	0	0	0	6	-5
COMMUNITY HEALTH	50	2	2	1	55	78	0	0	1	0	79	-24
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	7	0	0	0	0	7	-7
CORRECTIONS	320	7	6	2	335	212	0	3	4	1	220	115
EDUCATION	3	0	0	0	3	10	0	0	0	0	10	-7
ENVIRONMENTAL QUALITY	1	0	0	0	1	22	0	0	0	0	22	-21
HISTORY ARTS AND LIBRARIES	2	1	3	0	6	0	0	0	0	0	0	6
HUMAN SERVICES	193	0	27	0	220	194	0	5	5	1	205	15
INFORMATION TECHNOLOGY	8	3	0	0	11	19	0	0	0	0	19	-8
LABOR & ECONOMIC GROWTH	28	1	0	0	29	65	0	0	2	1	68	-39
MANAGEMENT & BUDGET	1	0	0	0	1	7	0	0	0	0	7	-6
MILITARY AFFAIRS	14	14	23	0	51	8	0	0	0	0	8	43
NATURAL RESOURCES	3	19	112	0	134	12	19	0	1	1	33	101
STATE	1	3	0	0	4	35	0	0	0	0	35	-31
STATE POLICE	5	1	0	0	6	16	0	0	0	0	16	-10
STRATEGIC FUND	0	2	0	0	2	2	0	0	0	0	2	0
TRANSPORTATION	21	23	13	0	57	35	1	0	0	0	36	21
TREASURY	6	22	0	0	28	18	0	0	1	0	19	9
STATEWIDE TOTALS:	671	107	190	3	971	767	21	8	14	5	815	156

This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. It reflects status codes waived rights, departure, and retirement for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs.

## SECTION FOUR

---

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

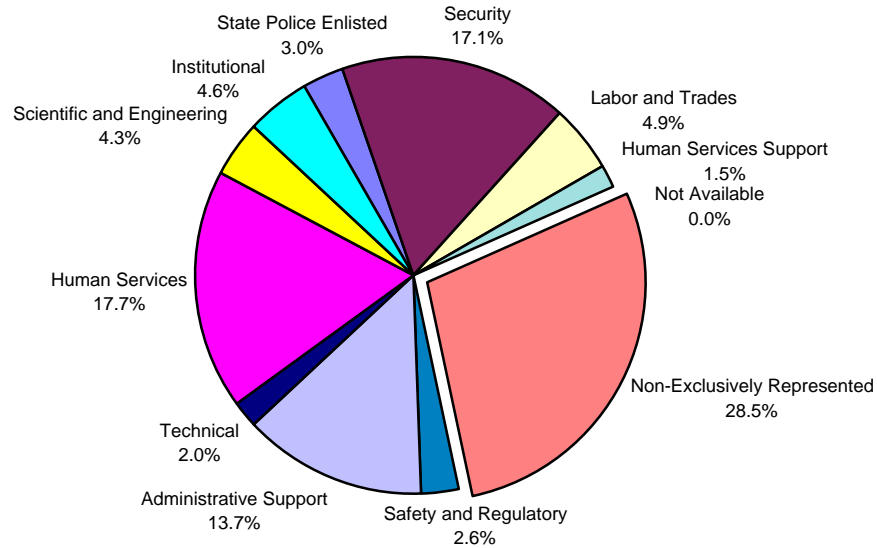
---

### **BARGAINING UNIT CHARACTERISTICS**

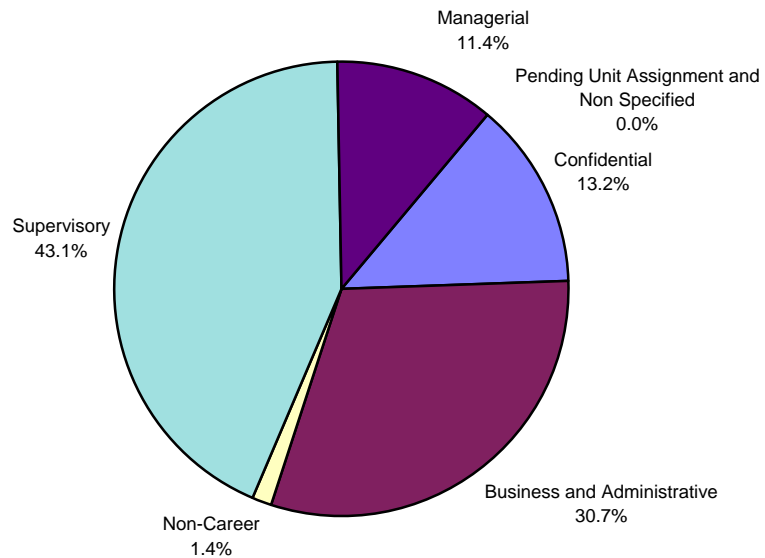
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Pay Period Ending March 22, 2008**

Graph 5-1

**Exclusively and Non-Exclusively Represented  
51,279 Employees**



**Non-Exclusively Represented  
14,633 Employees**



Source: MAIN MIDB Civil Service HWF 44

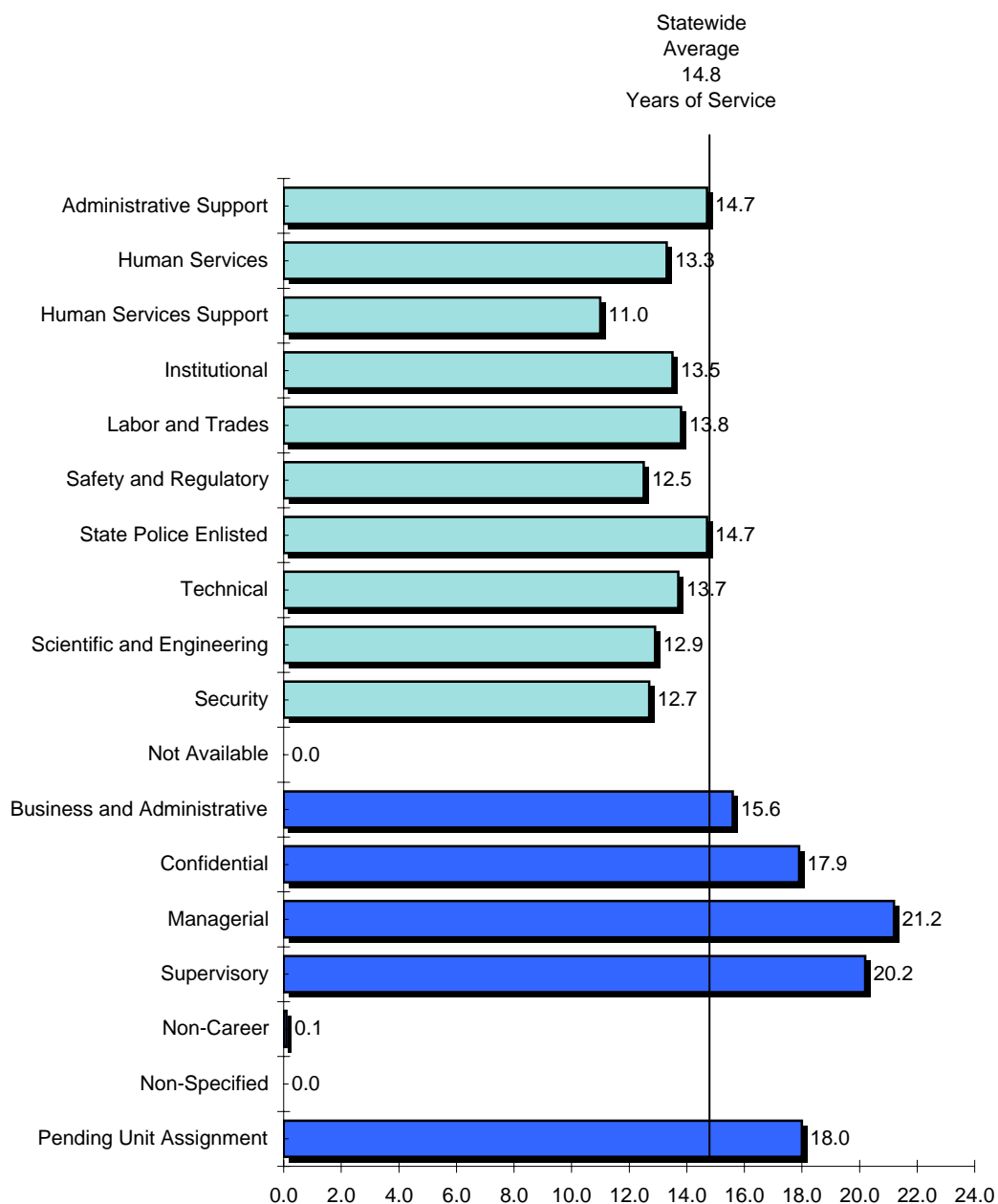
# EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT

PAY PERIOD ENDING March 22, 2008

UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,312	1,129	86.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,538	2,416	95.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,789	2	0.0	0	0.0	8,485	96.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	783	0	0.0	0	0.0	0	0.0	756	96.6	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,206	0	0.0	0	0.0	0	0.0	0	0.0	2,136	96.8	0	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,000	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	962	96.2	0	0.0	0	0.0
N/A UNAVAILABLE	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,519	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,509	99.3	0	0.0
U11 INSTITUTIONAL	2,365	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,337	98.8
W22 HUMAN SERVICES	9,097	0	0.0	8,665	95.3	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	0.0
W41 ADMINISTRATIVE SUPPORT	7,036	0	0.0	6,445	91.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,494	0	0.0	4	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,313	0	0.0	13	0.2	0	0.0	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	210	0	0.0	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,675	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,936	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>36,646</b>	<b>3,547</b>	<b>9.7</b>	<b>15,110</b>	<b>41.2</b>	<b>8,487</b>	<b>23.2</b>	<b>756</b>	<b>2.1</b>	<b>2,136</b>	<b>5.8</b>	<b>962</b>	<b>2.6</b>	<b>1,509</b>	<b>4.1</b>	<b>2,339</b>	<b>6.4</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,633</b>	<b>0</b>	<b>0.0</b>	<b>18</b>	<b>0.1</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>51,279</b>	<b>3,547</b>	<b>6.9</b>	<b>15,128</b>	<b>29.5</b>	<b>8,487</b>	<b>16.6</b>	<b>756</b>	<b>1.5</b>	<b>2,139</b>	<b>4.2</b>	<b>962</b>	<b>1.9</b>	<b>1,509</b>	<b>2.9</b>	<b>2,340</b>	<b>4.6</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only paying membership dues to exclusive representative organizations only. The number and percentage under each union represnets those paying member fees.

**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**As of Pay Period Ending March 22, 2008**



- Exclusively Represented Units
- Non-Exclusively Represented Units

**Note:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

**Source:** MAIN MIDB Civil Service HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	223	84	14	7	1	2	7	0	2	0	4	0	251	93	1	0
06 - 10 YEARS	208	52	17	21	2	3	6	1	2	0	0	0	235	77	0	0
11 - 15 YEARS	148	24	6	12	3	2	3	1	2	0	0	0	162	39	0	0
16 - 20 YEARS	123	30	12	22	1	1	5	2	1	0	0	0	142	55	7	3
21 - 25 YEARS	65	26	15	14	2	0	5	0	1	0	0	0	88	40	2	0
26 - 30 YEARS	41	18	5	13	0	0	3	1	0	0	0	0	49	32	3	0
31 - 35 YEARS	19	8	3	8	2	0	1	0	0	0	0	0	25	16	1	2
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>834</b>	<b>243</b>	<b>72</b>	<b>97</b>	<b>11</b>	<b>8</b>	<b>30</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>959</b>	<b>353</b>	<b>16</b>	<b>5</b>
MORE THAN 10 YEARS:	403	107	41	69	8	3	17	4	4	0	0	0	473	183	15	5
AVERAGE YEARS	11.9	11.7	14.6	17.4	17.4	9.9	13.8	16.6	10.3	0.0	1.8	0.0	12.1	13.3	23.1	24.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	501	69	32	3	8	0	9	0	0	0	4	0	554	72	2	0
06 - 10 YEARS	481	40	27	3	10	0	9	0	0	1	0	0	527	44	0	0
11 - 15 YEARS	267	24	16	2	8	1	5	1	0	0	0	0	296	28	10	1
16 - 20 YEARS	286	31	35	4	3	0	12	1	2	0	0	0	338	36	19	2
21 - 25 YEARS	198	17	22	4	5	0	7	2	1	0	0	0	233	23	25	0
26 - 30 YEARS	156	20	18	3	3	0	7	2	0	0	0	0	184	25	20	1
31 - 35 YEARS	122	11	5	2	5	0	9	1	0	0	0	0	141	14	8	2
36 - 40 YEARS	18	1	1	0	0	0	2	0	0	0	0	0	21	1	2	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,030</b>	<b>213</b>	<b>156</b>	<b>21</b>	<b>42</b>	<b>1</b>	<b>60</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>2,295</b>	<b>243</b>	<b>86</b>	<b>7</b>
MORE THAN 10 YEARS:	1,048	104	97	15	24	1	42	7	3	0	0	0	1,214	127	84	7
AVERAGE YEARS	13.6	12.3	15.1	18.7	14.6	11.0	18.6	24.9	19.7	9.0	0.0	0.0	13.8	13.2	22.6	26.1
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.8</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	705	238	112	153	32	8	32	19	5	5	11	7	897	430	1	2
06 - 10 YEARS	1,711	304	183	144	39	8	44	18	6	0	0	0	1,983	474	3	1
11 - 15 YEARS	1,250	267	132	108	47	6	50	7	3	0	0	0	1,482	388	6	4
16 - 20 YEARS	1,294	167	102	67	46	5	34	7	3	0	0	0	1,479	246	42	10
21 - 25 YEARS	837	79	143	89	16	3	15	1	1	0	0	0	1,012	172	45	12
26 - 30 YEARS	133	16	21	6	2	0	2	1	0	0	0	0	158	23	7	1
31 - 35 YEARS	28	3	10	1	0	0	0	0	0	0	0	0	38	4	0	0
36 - 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,959</b>	<b>1,075</b>	<b>704</b>	<b>568</b>	<b>182</b>	<b>30</b>	<b>177</b>	<b>53</b>	<b>18</b>	<b>5</b>	<b>11</b>	<b>7</b>	<b>7,051</b>	<b>1,738</b>	<b>104</b>	<b>30</b>
MORE THAN 10 YEARS:	3,543	533	409	271	111	14	101	16	7	0	0	0	4,171	834	100	27
AVERAGE YEARS	13.2	10.9	13.2	11.1	12.3	10.7	11.9	8.3	9.6	2.2	1.1	1.0	13.2	10.8	20.0	18.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	43	96	27	155	0	1	4	11	0	3	1	0	75	266	2	2
06 - 10 YEARS	27	52	16	50	0	3	3	8	2	2	0	1	48	116	3	1
11 - 15 YEARS	10	22	5	15	0	0	1	4	0	1	0	0	16	42	4	1
16 - 20 YEARS	17	25	6	23	0	1	1	6	0	0	0	0	24	55	8	6
21 - 25 YEARS	4	22	1	15	0	0	1	2	0	1	0	0	6	40	1	3
26 - 30 YEARS	4	22	3	13	0	4	1	0	0	0	0	0	8	39	5	7
31 - 35 YEARS	8	14	1	14	1	0	0	0	0	0	0	0	10	28	3	2
36 - 40 YEARS	3	5	0	0	0	0	0	0	0	0	0	0	3	5	1	0
MORE THAN 40 YEARS	0	0	1	1	0	0	0	0	0	0	0	0	1	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>116</b>	<b>258</b>	<b>60</b>	<b>286</b>	<b>1</b>	<b>9</b>	<b>11</b>	<b>31</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>191</b>	<b>592</b>	<b>27</b>	<b>22</b>
MORE THAN 10 YEARS:	46	110	17	81	1	5	4	12	0	2	0	0	68	210	22	19
AVERAGE YEARS	11.5	12.5	10.0	9.5	31.0	17.8	10.2	10.0	6.0	8.9	5.0	6.0	11.0	11.0	19.5	21.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	333	214	10	8	1	0	4	2	4	8	0	0	352	232	1	0
06 - 10 YEARS	316	137	8	8	1	0	3	4	15	8	0	0	343	157	1	2
11 - 15 YEARS	180	93	6	5	0	0	3	1	8	8	0	0	197	107	2	1
16 - 20 YEARS	249	115	8	5	1	1	5	1	8	5	0	0	271	127	7	1
21 - 25 YEARS	95	51	12	6	1	4	2	0	5	1	0	0	115	62	3	2
26 - 30 YEARS	94	31	8	2	1	0	1	0	6	1	0	0	110	34	3	2
31 - 35 YEARS	65	6	4	1	0	0	2	0	1	0	0	0	72	7	1	0
36 - 40 YEARS	16	0	0	0	0	0	0	0	1	0	0	0	17	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,350</b>	<b>647</b>	<b>56</b>	<b>35</b>	<b>5</b>	<b>5</b>	<b>20</b>	<b>8</b>	<b>49</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>1,480</b>	<b>726</b>	<b>19</b>	<b>8</b>
MORE THAN 10 YEARS:	701	296	38	19	3	5	13	2	30	15	0	0	785	337	17	6
AVERAGE YEARS	13.4	11.3	16.9	13.4	17.2	21.6	15.2	9.5	16.1	10.8	0.0	0.0	13.7	11.4	21.2	18.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	159	79	6	3	2	0	3	1	3	3	0	0	173	86	1	0
06 - 10 YEARS	142	55	2	2	2	0	2	0	3	1	0	0	151	58	0	0
11 - 15 YEARS	92	22	4	1	0	0	2	0	2	2	0	0	100	25	1	0
16 - 20 YEARS	125	36	7	5	0	0	1	0	3	1	0	0	136	42	7	1
21 - 25 YEARS	58	17	10	5	0	1	2	1	0	0	0	0	70	24	1	2
26 - 30 YEARS	25	10	5	4	1	0	2	1	1	0	0	0	34	15	0	1
31 - 35 YEARS	48	5	2	1	0	0	3	0	0	0	0	0	53	6	7	0
36 - 40 YEARS	12	4	0	0	0	0	2	0	2	0	0	0	16	4	2	0
MORE THAN 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>667</b>	<b>229</b>	<b>36</b>	<b>21</b>	<b>5</b>	<b>1</b>	<b>17</b>	<b>3</b>	<b>14</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>739</b>	<b>261</b>	<b>19</b>	<b>4</b>
MORE THAN 10 YEARS:	366	95	28	16	1	1	12	2	8	3	0	0	415	117	18	4
AVERAGE YEARS	14.1	11.2	17.8	18.6	10.2	21.0	19.9	19.3	15.8	9.7	0.0	0.0	14.4	11.9	24.6	22.5
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.7</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NOT AVAILABLE</b>																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 0.0</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	64	7	2	1	0	0	1	0	0	0	0	0	67	8	0	0
06 - 10 YEARS	348	26	7	2	1	0	6	0	1	0	0	0	363	28	0	0
11 - 15 YEARS	386	58	37	4	16	0	13	0	3	0	0	0	455	62	2	0
16 - 20 YEARS	163	33	28	2	3	0	9	2	2	1	0	0	205	38	0	0
21 - 25 YEARS	111	34	22	2	6	0	11	0	0	0	0	0	150	36	1	0
26 - 30 YEARS	53	3	15	0	0	0	3	0	0	0	0	0	71	3	0	0
31 - 35 YEARS	18	1	2	1	0	0	1	0	0	0	0	0	21	2	0	0
36 - 40 YEARS	4	0	2	0	0	0	1	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,150</b>	<b>162</b>	<b>115</b>	<b>12</b>	<b>26</b>	<b>0</b>	<b>45</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,342</b>	<b>177</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	738	129	106	9	25	0	38	2	5	1	0	0	912	141	3	0
AVERAGE YEARS	14.1	15.5	18.6	15.6	15.5	0.0	17.5	19.0	14.0	18.0	0.0	0.0	14.6	15.6	16.7	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>14.7</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	204	301	57	103	0	3	10	6	1	1	0	0	272	414	0	0
06 - 10 YEARS	146	203	34	85	1	1	5	6	1	6	1	0	188	301	0	0
11 - 15 YEARS	102	102	39	50	1	1	5	4	3	0	0	0	150	157	3	0
16 - 20 YEARS	77	66	24	43	1	0	7	3	2	2	0	0	111	114	4	1
21 - 25 YEARS	63	71	24	42	3	1	0	5	0	0	0	0	90	119	4	6
26 - 30 YEARS	87	106	53	57	2	0	3	3	0	0	0	0	145	166	8	7
31 - 35 YEARS	46	59	8	14	1	0	0	1	1	0	0	0	56	74	4	1
36 - 40 YEARS	2	2	1	1	0	0	1	0	0	0	0	0	4	3	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>727</b>	<b>910</b>	<b>240</b>	<b>396</b>	<b>9</b>	<b>6</b>	<b>31</b>	<b>28</b>	<b>8</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>1,016</b>	<b>1,349</b>	<b>23</b>	<b>15</b>
MORE THAN 10 YEARS:	377	406	149	208	8	2	16	16	6	2	0	0	556	634	23	15
AVERAGE YEARS	13.7	12.7	15.5	13.9	21.8	8.7	12.3	14.1	14.8	9.9	6.0	0.0	14.1	13.1	24.4	26.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.5</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	357	1,103	93	569	2	6	18	52	7	17	1	8	478	1,755	2	11
06 - 10 YEARS	417	993	93	637	2	13	15	58	12	21	0	0	539	1,722	4	8
11 - 15 YEARS	374	619	89	274	2	10	14	51	4	18	0	0	483	972	8	18
16 - 20 YEARS	220	431	45	222	2	10	13	39	5	11	0	0	285	713	18	37
21 - 25 YEARS	169	248	36	141	2	4	4	20	3	9	0	0	214	422	12	19
26 - 30 YEARS	210	404	40	263	1	7	6	11	2	4	0	0	259	689	24	45
31 - 35 YEARS	121	201	17	143	1	1	3	3	2	0	0	0	144	348	12	20
36 - 40 YEARS	12	27	6	24	0	0	0	2	0	0	0	0	18	53	1	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,883</b>	<b>4,026</b>	<b>419</b>	<b>2,273</b>	<b>12</b>	<b>51</b>	<b>73</b>	<b>236</b>	<b>35</b>	<b>80</b>	<b>1</b>	<b>8</b>	<b>2,423</b>	<b>6,674</b>	<b>81</b>	<b>159</b>
MORE THAN 10 YEARS:	1,109	1,930	233	1,067	8	32	40	126	16	42	0	0	1,406	3,197	75	140
AVERAGE YEARS	14.5	12.7	13.5	13.4	16.3	14.3	12.9	12.3	12.9	12.0	0.0	0.6	14.3	12.9	23.1	21.3
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>13.3</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	188	1,191	40	228	0	8	8	50	1	16	3	8	240	1,501	2	6
06 - 10 YEARS	136	1,013	23	228	2	13	8	48	3	10	0	0	172	1,312	1	11
11 - 15 YEARS	58	543	8	119	0	11	4	20	0	3	0	0	70	696	4	20
16 - 20 YEARS	50	594	10	167	1	7	4	45	2	6	0	0	67	819	15	69
21 - 25 YEARS	25	401	12	128	1	8	4	25	1	5	0	0	43	567	10	47
26 - 30 YEARS	46	594	17	200	0	12	3	30	0	6	0	0	66	842	11	61
31 - 35 YEARS	30	401	2	100	0	2	2	10	0	1	0	0	34	514	6	37
36 - 40 YEARS	6	59	1	19	0	0	0	0	0	0	0	0	7	78	0	2
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>539</b>	<b>4,803</b>	<b>113</b>	<b>1,190</b>	<b>4</b>	<b>61</b>	<b>33</b>	<b>228</b>	<b>7</b>	<b>47</b>	<b>3</b>	<b>8</b>	<b>699</b>	<b>6,337</b>	<b>49</b>	<b>253</b>
MORE THAN 10 YEARS:	215	2,599	50	734	2	40	17	130	3	21	0	0	287	3,524	46	236
AVERAGE YEARS	11.6	14.7	12.4	16.5	15.0	16.1	13.0	14.4	11.7	12.0	0.0	0.8	11.8	15.0	21.9	22.4
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>14.7</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 0.0</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	400	389	39	92	4	6	5	8	49	39	8	5	505	539	1	0
06 - 10 YEARS	340	360	28	75	0	0	7	10	17	15	0	0	392	460	8	2
11 - 15 YEARS	196	228	23	43	1	2	5	6	9	11	0	0	234	290	5	4
16 - 20 YEARS	173	249	40	64	2	1	7	15	9	10	0	0	231	339	22	29
21 - 25 YEARS	123	206	32	67	1	3	11	8	10	6	0	0	177	290	20	14
26 - 30 YEARS	161	274	36	69	2	0	5	8	2	6	0	0	206	357	21	30
31 - 35 YEARS	132	205	9	31	0	2	4	3	1	2	0	0	146	243	16	18
36 - 40 YEARS	30	42	2	2	0	0	0	0	0	0	0	0	32	44	4	1
MORE THAN 40 YEARS	2	5	1	0	0	0	0	1	0	0	0	0	3	6	1	2
<b>BARGAINING UNIT TOTAL</b>	<b>1,557</b>	<b>1,958</b>	<b>210</b>	<b>443</b>	<b>10</b>	<b>14</b>	<b>44</b>	<b>59</b>	<b>97</b>	<b>89</b>	<b>8</b>	<b>5</b>	<b>1,926</b>	<b>2,568</b>	<b>98</b>	<b>100</b>
MORE THAN 10 YEARS:	817	1,209	143	276	6	8	32	41	31	35	0	0	1,029	1,569	89	98
AVERAGE YEARS	14.6	16.7	17.0	16.2	13.9	13.6	18.0	16.9	9.7	10.4	0.5	1.0	14.6	16.3	23.7	25.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	25.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	4.0	25.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>18.0</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	109	136	17	29	0	0	2	3	3	4	0	1	131	173	2	1
06 - 10 YEARS	317	252	29	74	3	2	5	5	12	5	0	0	366	338	1	1
11 - 15 YEARS	454	314	57	95	12	8	9	9	6	6	0	0	538	432	5	7
16 - 20 YEARS	621	336	82	124	17	5	20	11	5	11	0	0	745	487	24	20
21 - 25 YEARS	619	329	111	127	11	5	21	9	14	4	0	0	776	474	61	20
26 - 30 YEARS	404	374	62	136	6	3	9	18	5	6	0	0	486	537	40	48
31 - 35 YEARS	323	180	39	80	5	1	9	3	3	1	0	0	379	265	33	12
36 - 40 YEARS	97	38	8	17	1	1	0	2	3	0	0	0	109	58	16	6
MORE THAN 40 YEARS	10	4	0	4	0	0	0	0	1	0	0	0	11	8	2	3
<b>BARGAINING UNIT TOTAL</b>	<b>2,954</b>	<b>1,963</b>	<b>405</b>	<b>686</b>	<b>55</b>	<b>25</b>	<b>75</b>	<b>60</b>	<b>52</b>	<b>37</b>	<b>0</b>	<b>1</b>	<b>3,541</b>	<b>2,772</b>	<b>184</b>	<b>118</b>
MORE THAN 10 YEARS:	2,528	1,575	359	583	52	23	68	52	37	28	0	0	3,044	2,261	181	116
AVERAGE YEARS	20.4	19.5	20.7	20.9	20.5	19.4	20.8	21.0	19.1	16.8	0.0	0.0	20.4	19.8	25.9	25.5
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>20.2</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	67	107	10	14	1	0	2	4	1	1	2	0	83	126	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>67</b>	<b>108</b>	<b>10</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>83</b>	<b>127</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.1	0.1	0.5	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 0.1</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	97	67	18	13	0	1	2	2	2	2	4	2	123	87	2	0
06 - 10 YEARS	71	55	8	6	0	0	0	1	0	1	0	0	79	63	1	1
11 - 15 YEARS	92	53	6	3	0	1	1	0	1	0	0	0	100	57	3	1
16 - 20 YEARS	89	93	14	20	0	0	2	3	4	2	0	0	109	118	3	4
21 - 25 YEARS	111	75	20	15	5	0	4	2	2	1	0	0	142	93	11	5
26 - 30 YEARS	138	116	27	29	2	2	4	3	1	4	0	0	172	154	18	7
31 - 35 YEARS	165	69	18	28	2	1	2	1	2	0	0	0	189	99	18	6
36 - 40 YEARS	57	13	1	5	1	0	2	0	1	0	0	0	62	18	5	2
MORE THAN 40 YEARS	6	3	0	0	0	0	1	0	0	0	0	0	7	3	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>826</b>	<b>544</b>	<b>112</b>	<b>119</b>	<b>10</b>	<b>5</b>	<b>18</b>	<b>12</b>	<b>13</b>	<b>10</b>	<b>4</b>	<b>2</b>	<b>983</b>	<b>692</b>	<b>63</b>	<b>26</b>
MORE THAN 10 YEARS:	658	422	86	100	10	4	16	9	11	7	0	0	781	542	60	25
AVERAGE YEARS	21.8	20.1	20.7	23.2	27.3	20.8	24.5	19.9	21.1	18.4	1.8	1.0	21.7	20.6	27.6	26.0
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>21.2</b>														



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	60	193	14	31	1	1	0	9	0	1	1	3	76	238	1	2
06 - 10 YEARS	47	235	6	35	0	2	2	1	0	4	0	0	55	277	0	1
11 - 15 YEARS	24	147	5	26	1	2	1	1	1	1	0	0	32	177	0	4
16 - 20 YEARS	25	202	8	32	0	2	3	9	0	5	0	0	36	250	2	4
21 - 25 YEARS	21	136	6	32	0	1	0	16	1	3	0	0	28	188	3	17
26 - 30 YEARS	21	193	2	45	1	3	0	15	1	1	0	0	25	257	1	14
31 - 35 YEARS	22	177	3	40	2	1	0	4	0	1	0	0	27	223	3	21
36 - 40 YEARS	4	36	1	1	0	0	1	0	0	0	0	0	6	37	0	1
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>224</b>	<b>1,323</b>	<b>45</b>	<b>242</b>	<b>5</b>	<b>12</b>	<b>7</b>	<b>55</b>	<b>3</b>	<b>16</b>	<b>1</b>	<b>3</b>	<b>285</b>	<b>1,651</b>	<b>10</b>	<b>64</b>
MORE THAN 10 YEARS:	117	895	25	176	4	9	5	45	3	11	0	0	154	1,136	9	61
AVERAGE YEARS	14.5	18.2	14.3	19.3	22.6	19.3	18.1	20.6	21.3	16.9	1.0	3.0	14.8	18.4	23.4	25.7
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>17.9</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 07 MARCH 22, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	3,511	4,276	491	1,410	52	36	107	167	78	100	39	34	4,278	6,023	18	24
06- 10 YEARS	4,707	3,777	481	1,370	63	45	115	160	74	74	1	1	5,441	5,427	22	28
11- 15 YEARS	3,633	2,516	433	757	91	44	116	105	42	50	0	0	4,315	3,472	53	61
16- 20 YEARS	3,512	2,409	421	800	77	33	123	144	46	54	0	0	4,179	3,440	178	187
21- 25 YEARS	2,500	1,712	466	687	53	30	87	91	39	30	0	0	3,145	2,550	200	147
26- 30 YEARS	1,574	2,181	312	840	21	31	49	93	18	28	0	0	1,974	3,173	162	224
31- 35 YEARS	1,147	1,340	123	464	19	8	36	26	10	5	0	0	1,335	1,843	112	121
36- 40 YEARS	269	229	24	69	2	1	9	4	7	0	0	0	311	303	33	14
MORE THAN 40 YEARS	33	24	2	7	0	0	1	1	2	0	0	0	38	32	6	5
<b>STATEWIDE TOTAL</b>	<b>20,886</b>	<b>18,464</b>	<b>2,753</b>	<b>6,404</b>	<b>378</b>	<b>228</b>	<b>643</b>	<b>791</b>	<b>316</b>	<b>341</b>	<b>40</b>	<b>35</b>	<b>25,016</b>	<b>26,263</b>	<b>784</b>	<b>811</b>
MORE THAN 10 YEARS	12,668	10,411	1,781	3,624	263	147	421	464	164	167	0	0	15,297	14,813	744	759
AVERAGE YEARS	14.8	14.7	15.5	15.1	15.1	15.2	15.3	14.4	13.7	12.1	1.1	1.1	14.9	14.8	23.5	23.2
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.8</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Table 5-3

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: March 22, 2008**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,317	2.6 %	45.2	\$23.53	983	75%
A31 - LABOR AND TRADES	2,547	5.0 %	48.2	\$21.05	1,958	77%
C12 - SECURITY	8,851	17.2 %	42.9	\$22.66	7,517	85%
E42 - HUMAN SERVICES SUPPORT	784	1.5 %	46.9	\$22.07	407	52%
H21 - SCIENTIFIC & ENGINEERING	2,206	4.3 %	44.1	\$30.61	1,623	74%
L32 - TECHNICAL	1,001	1.9 %	44.8	\$22.65	724	72%
T01 - STATE POLICE ENLISTED	1,526	3.0 %	40.6	\$29.98	1,461	96%
U11 - INSTITUTIONAL	2,394	4.7 %	46.7	\$19.44	1,678	70%
W22 - HUMAN SERVICES	9,104	17.7 %	46.5	\$25.48	6,618	73%
W41 - ADMINISTRATIVE SUPPORT	7,040	13.7 %	47.3	\$19.78	5,226	74%
Y00 - NON-SPECIFIED	2	0.0 %	23.2	\$15.40	0	0 %
Y23 - BUSINESS & ADMINISTRATION	4,496	8.7 %	47.2	\$30.05	3,433	76%
Y50 - PENDING UNIT ASSIGNMENT	3	0.0 %	49.7	\$21.32	2	67%
Y51 - SUPERVISORY	6,326	12.3 %	49.8	\$31.72	6,005	95%
Y52 - NONCAREER	210	0.4 %	25.9	\$13.42	2	1%
Y98 - MANAGERIAL	1,676	3.3 %	52.0	\$45.87	1,468	88%
Y99 - CONFIDENTIAL	1,937	3.8 %	48.1	\$26.29	1,616	83%
<b>STATEWIDE TOTAL</b>	<b>51,420</b>	<b>100.0 %</b>	<b>46.4</b>	<b>\$25.72</b>	<b>40,721</b>	<b>79.2 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING 03/22/2008

			Health Insurance						Dental Insurance						Vision Insurance	
Unit Code	Bargaining Unit	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,269	875	69 %	296	23 %	12	1 %	1,181	93 %	13	1 %	5	0 %	1,205	95 %
A31	LABOR AND TRADES	2,431	1,404	58 %	876	36 %	12	0 %	2,288	94 %	11	0 %	5	0 %	2,303	95 %
C12	SECURITY	8,851	5,678	64 %	2,782	31 %	37	0 %	8,340	94 %	183	2 %	16	0 %	8,536	96 %
E42	HUMAN SERVICES SUPPORT	784	490	63 %	249	32 %	6	1 %	714	91 %	39	5 %	1	0 %	758	97 %
H21	SCIENTIFIC & ENGINEERING	2,204	1,171	53 %	906	41 %	22	1 %	2,055	93 %	43	2 %	8	0 %	2,115	96 %
L32	TECHNICAL	976	562	58 %	363	37 %	10	1 %	921	94 %	22	2 %	3	0 %	946	97 %
T01	STATE POLICE ENLISTED	1,526	1,383	91 %	107	7 %	4	0 %	1,494	98 %	3	0 %	0	0 %	1,498	98 %
U11	INSTITUTIONAL	2,366	1,528	65 %	718	30 %	9	0 %	2,222	94 %	36	2 %	3	0 %	2,265	96 %
W22	HUMAN SERVICES	9,079	5,252	58 %	3,206	35 %	86	1 %	8,305	91 %	281	3 %	32	0 %	8,636	95 %
W41	ADMINISTRATIVE SUPPORT	6,716	3,010	45 %	3,208	48 %	69	1 %	6,074	90 %	217	3 %	25	0 %	6,329	94 %
Y23	BUSINESS & ADMINISTRATION	4,489	1,783	40 %	2,335	52 %	66	1 %	4,069	91 %	136	3 %	15	0 %	4,230	94 %
Y50	PENDING UNIT ASSIGNMENT	3	0	0 %	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %	3	100 %
Y51	SUPERVISORY	6,326	3,583	57 %	2,328	37 %	61	1 %	5,890	93 %	107	2 %	14	0 %	6,014	95 %
Y52	NONCAREER	2	1	50 %	1	50 %	0	0 %	2	100 %	0	0 %	0	0 %	2	100 %
Y98	MANAGERIAL	1,676	854	51 %	716	43 %	13	1 %	1,576	94 %	22	1 %	6	0 %	1,606	96 %
Y99	CONFIDENTIAL	1,931	726	38 %	1,014	53 %	18	1 %	1,737	90 %	49	3 %	2	0 %	1,787	93 %
STATEWIDE TOTALS:		50,629	28,300	56 %	19,108	38 %	425	1 %	46,871	93 %	1,162	2 %	135	0 %	48,233	95 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

MIDB Civil Service HWF47

Universe: Human Resources

Report Sequence: HRS Dept Cd Desc

# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING 03/22/2008

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
A02	SAFETY & REGULATORY	1,269	1,120	88 %	95	7 %	1,200	95 %	67	5 %	85	7 %
A31	LABOR AND TRADES	2,431	2,202	91 %	14	1 %	2,341	96 %	83	3 %	18	1 %
C12	SECURITY	8,851	8,426	95 %	0	0 %	8,548	97 %	302	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	784	680	87 %	0	0 %	734	94 %	50	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,204	1,868	85 %	31	1 %	2,036	92 %	164	7 %	23	1 %
L32	TECHNICAL	976	832	85 %	26	3 %	900	92 %	72	7 %	16	2 %
T01	STATE POLICE ENLISTED	1,526	1,494	98 %	1,018	67 %	1,486	97 %	31	2 %	1,082	71 %
U11	INSTITUTIONAL	2,366	2,171	92 %	2	0 %	2,294	97 %	72	3 %	0	0 %
W22	HUMAN SERVICES	9,079	8,308	92 %	1	0 %	8,568	94 %	509	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,716	6,085	91 %	154	2 %	6,359	95 %	333	5 %	120	2 %
Y23	BUSINESS & ADMINISTRATION	4,489	3,903	87 %	60	1 %	4,201	94 %	275	6 %	44	1 %
Y50	PENDING UNIT ASSIGNMENT	3	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,326	6,098	96 %	195	3 %	6,135	97 %	187	3 %	194	3 %
Y52	NONCAREER	2	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,676	1,539	92 %	31	2 %	1,604	96 %	70	4 %	34	2 %
Y99	CONFIDENTIAL	1,931	1,766	91 %	23	1 %	1,832	95 %	95	5 %	22	1 %
<b>STATEWIDE TOTALS:</b>		<b>50,629</b>	<b>46,495</b>	<b>92 %</b>	<b>1,650</b>	<b>3 %</b>	<b>48,243</b>	<b>95 %</b>	<b>2,310</b>	<b>5 %</b>	<b>1,638</b>	<b>3 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

MIDB Civil Service HWF47

Universe: Human Resources

Report Sequence: HRS Dept Cd Desc

# BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 22, 2008

## EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	529	46	33	0	0	218	19	0	0	0	81	397
ATTORNEY GENERAL	11	497	32	1	0	0	0	0	0	0	0	89	122
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	119	0	0	0	0	0	0	0	0	55	14	69
CIVIL SERVICE COMMISSION	19	544	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,016	41	114	192	0	142	45	0	998	658	576	2,766
CORRECTIONS	47	15,918	10	795	8,597	0	12	105	0	545	2,086	1,129	13,279
EDUCATION	31	383	3	12	0	2	0	0	0	25	109	88	239
ENVIRONMENTAL QUALITY	76	1,377	30	2	0	0	799	55	0	0	1	189	1,076
EXECUTIVE OFFICE	01	47	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	229	17	31	0	0	9	2	0	0	49	49	157
HUMAN SERVICES	43	9,495	183	60	0	54	4	2	0	291	5,693	1,260	7,547
INFORMATION TECHNOLOGY	08	1,700	0	30	0	0	4	53	0	0	0	261	348
LABOR & ECONOMIC GROWTH	64	3,853	255	43	0	727	90	5	0	22	384	731	2,257
MANAGEMENT & BUDGET	07	966	5	273	0	0	35	12	0	0	2	135	462
MILITARY AFFAIRS	51	938	31	151	0	0	22	12	0	471	25	55	767
NATURAL RESOURCES	75	1,582	404	128	0	0	246	158	0	10	28	189	1,163
STATE	23	1,649	24	24	0	0	0	1	0	0	1	1,070	1,120
STATE POLICE	55	2,572	161	27	0	0	84	27	1,519	3	0	288	2,109
STRATEGIC FUND	07	232	0	35	0	0	0	2	0	0	0	65	102
TRANSPORTATION	59	2,944	60	768	0	0	539	501	0	0	3	236	2,107
TREASURY	27	1,546	10	9	0	0	2	1	0	0	3	529	554
<b>Grand Total:</b>		<b>51,278</b>	<b>1,312</b>	<b>2,538</b>	<b>8,789</b>	<b>783</b>	<b>2,206</b>	<b>1,000</b>	<b>1,519</b>	<b>2,365</b>	<b>9,097</b>	<b>7,036</b>	<b>36,645</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 07 Ending March 22, 2008

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	529	26	11	19	4	0	72	132
ATTORNEY GENERAL	11	497	31	49	284	0	0	11	375
AUDITOR GENERAL	03	142	0	65	34	4	0	35	138
CIVIL RIGHTS	15	119	2	20	11	2	0	15	50
CIVIL SERVICE COMMISSION	19	544	3	441	50	11	1	38	544
COMMUNITY HEALTH	39	4,016	453	99	172	16	2	508	1,250
CORRECTIONS	47	15,918	168	156	143	2	0	2,170	2,639
EDUCATION	31	383	65	25	19	1	0	34	144
ENVIRONMENTAL QUALITY	76	1,377	60	29	21	15	0	176	301
EXECUTIVE OFFICE	01	47	0	45	0	2	0	0	47
HISTORY ARTS AND LIBRARIES	25	229	22	9	20	1	0	20	72
HUMAN SERVICES	43	9,495	402	272	170	0	0	1,104	1,948
INFORMATION TECHNOLOGY	08	1,700	1,012	56	89	20	0	175	1,352
LABOR & ECONOMIC GROWTH	64	3,853	835	170	204	35	1	351	1,596
MANAGEMENT & BUDGET	07	966	170	137	66	24	0	107	504
MILITARY AFFAIRS	51	938	23	18	16	0	0	114	171
NATURAL RESOURCES	75	1,582	70	38	47	6	0	258	419
STATE	23	1,649	141	69	51	9	0	259	529
STATE POLICE	55	2,572	101	33	41	2	0	286	463
STRATEGIC FUND	07	232	68	21	20	0	0	21	130
TRANSPORTATION	59	2,944	206	114	93	34	1	389	837
TREASURY	27	1,546	636	59	105	22	0	170	992
<b>Grand Total:</b>		<b>51,278</b>	<b>4,494</b>	<b>1,936</b>	<b>1,675</b>	<b>210</b>	<b>5</b>	<b>6,313</b>	<b>14,633</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## **GLOSSARY**



## **GLOSSARY**

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** – An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employee** - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

**AA:** Full-time (Classified)  
**AB:** Part-time (Classified)  
**AC:** Permanent Intermittent (Classified)  
**AD:** Limited Term (Classified)  
**AE:** Seasonal (Classified)  
**AF:** Unclassified  
**AP:** Workers Compensation  
**AQ:** Non Career/Per Diem  
**AR:** Special Personal Services ((not classified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full Time Employee** - Those employees scheduled to work 80 hours biweekly full-time.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

**HRMN** - Human Resources Management Network (HRMN) is the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employee** - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employee** - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited Term Employee** - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**MIDB** - Management Information Data Base.

**Non-Career Employee** - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employee** - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employee** - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

**Turnover Separation** - Starting in FY2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**Unclassified Employee** - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

#### **Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

<b><u>Unit Code</u></b>	<b><u>Unit</u></b>
<b>01</b>	<b><u>State Police Enlisted Unit</u></b> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
<b>02</b>	<b><u>Safety and Regulatory Unit</u></b> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
<b>11</b>	<b><u>Institutional Unit</u></b> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
<b>12</b>	<b><u>Security Unit</u></b> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
<b>21</b>	<b><u>Scientific and Engineering Unit</u></b> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
<b>22</b>	<b><u>Human Services Unit</u></b> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>23</b>	<b><u>Business and Administrative Unit</u></b> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>31</b>	<b><u>Labor and Trades Unit</u></b> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
<b>32</b>	<b><u>Technical Unit</u></b> Employees in this unit provide support services in the area of science and engineering.
<b>41</b>	<b><u>Administrative Support Unit</u></b> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
<b>42</b>	<b><u>Human Services Support Unit</u></b> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
<b>50</b>	<b><u>Pending Unit Assignment</u></b> Employees in positions in classifications that are pending unit assignment.

**51      Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52      Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**98      Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99      Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.